

*

UMASS/AMHERST

*



312066 0281 6037 4

MASS. MA 20.27: Br/977-977

✓
OF MASS/AMHERST LIBRARY

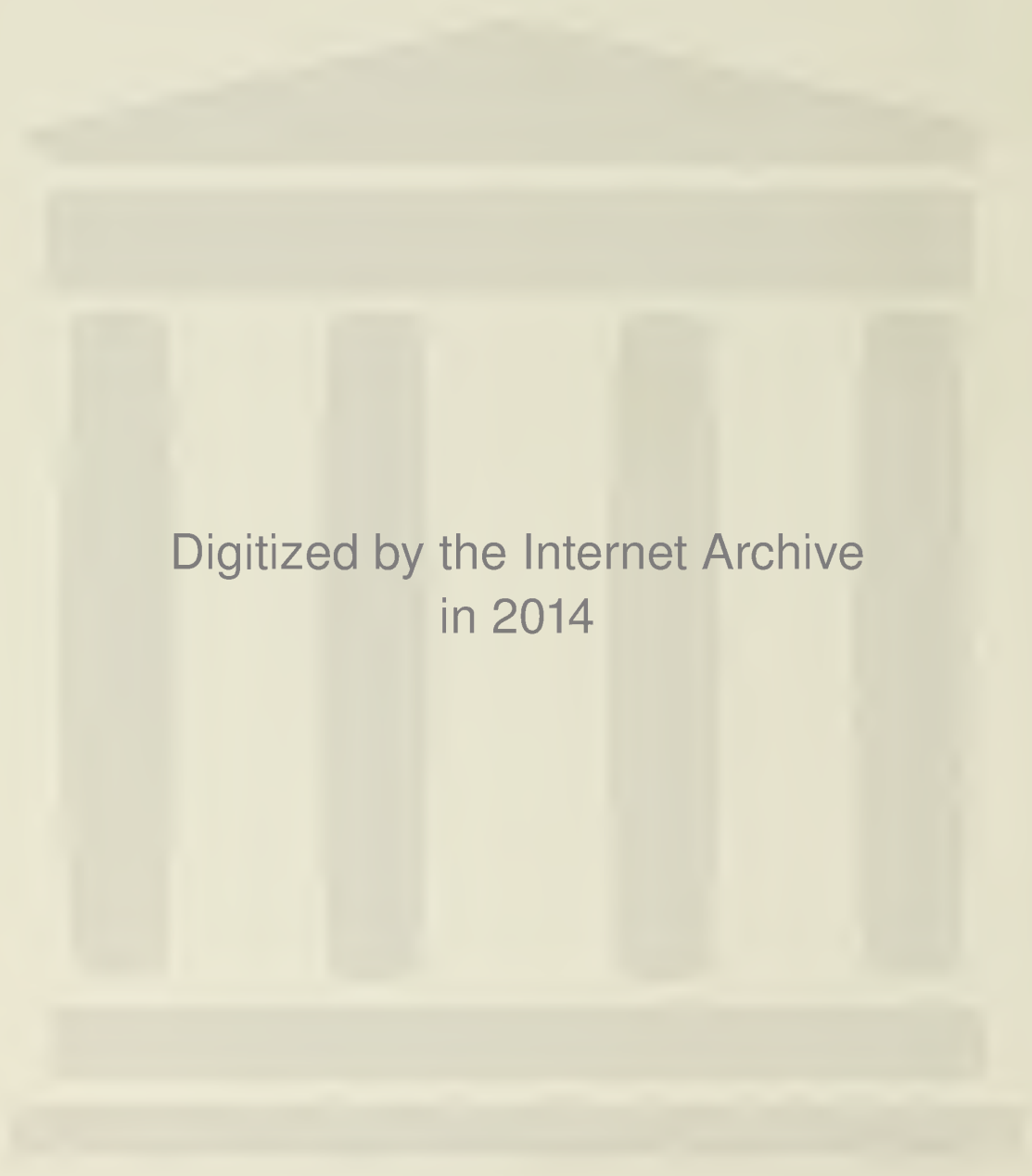
ANNUAL PLANNING REPORT

FISCAL YEAR 1972

LM

BROCKTON

MASSACHUSETTS DIVISION
OF EMPLOYMENT SECURITY
JOHN D. CROSIER, DIRECTOR
AFFILIATED WITH EMPLOYMENT
AND TRAINING ADMINISTRATION
U.S. DEPARTMENT OF LABOR



Digitized by the Internet Archive
in 2014

<https://archive.org/details/annualplanningre9779mass>

ANNUAL PLANNING REPORT

FISCAL YEAR 1977

BROCKTON, MASSACHUSETTS

STANDARD METROPOLITAN STATISTICAL AREA

Prepared by: Russell Ganz
Labor Market Economist
Labor Area Research Department
Massachusetts Division of
Employment Security
Charles F. Hurley Building
Government Center
Boston, Massachusetts 02114

TABLE OF CONTENTS

Body of Report	Page
1. Highlights and Conclusions	1
2. Description of Area	
a. Definition of Area	2
b. Economic Developments and Outlook.	2
c. Population and Labor Force Characteristics	6
3. Unemployment Developments.	10
4. Economic Developments and Outlook by Industry.	15
5. Employment Outlook by Occupation	22
6. Characteristics of Individuals in Need of Manpower Services.	26

TABLES AND GRAPHS

	<u>Page</u>
Graph 1 Brockton SMSA Nonagricultural Employment	4
Graph 2a Brockton SMSA Seasonally Adjusted Nonagricultural Employment	5
Graph 2b Indexed Nonagricultural Employment	5
Table 1 Annual Average Nonagricultural Employment.	3
Table 2 Characteristics of the Population.	7
Table 3 Characteristics of the Labor Force	8
Table 4 Characteristics of the Unemployed.	9
Graph 3a 1975 Unemployment Rates.	12
Graph 3b 1970-1975 Unemployment Rates	12
Graph 4 Claimants Brockton SMSA.	13
Graph 5 Initial Claims Brockton SMSA	14
Table 5 Annual Average Hours and Earnings Major SMSA/LMA'S	20
Table 6 Employment Projections for 1985 Brockton SMSA.	21
Table 7 Unfilled Job Openings - Southeast Region	23
Table 8 Occupational Projections 1975-1985 Brockton SMSA.	25
Table 9 Additional Planning Data Projections	27
Table 10 Characteristics of Registered Applicants Brockton Office.	28

1. Highlights and Conclusions

The economy of the Brockton SMSA suffered a severe downturn during the end of 1974 and the beginning of 1975. A three year period of expansion was halted, and a serious contraction of the employment base occurred.

The downturn bottomed out in February 1975 and significant employment gains have been realized since then. Most of the increase in employment has been in the nonmanufacturing sector, with all manufacturing payrolls remaining unchanged.

In the factory sector, nondurable goods employment has increased recently while durable goods employment has remained on the decline.

The unemployment rate in the Brockton SMSA skyrocketed during the first half of 1975 and peaked at a post war, all-time high of 13.1 percent of the civilian labor force. After July the unemployment rate began to decline, but the annual average rate of unemployment was still at the very high level of 11.3 percent.

The population of the Brockton Prime Sponsor area is estimated to be at 212,100 in Fiscal Year 1977, a 11.7 percent increase since 1970. Nonagricultural Wage and Salary employment will grow to approximately 57,000 by 1980, with most of the gains coming from the nonmanufacturing sector.

2. Description of Area

a. Definition of Area

The Brockton Standard Metropolitan Statistical Area (SMSA) is located in Southeastern Massachusetts. It is comprised of the city of Brockton, and the towns of Bridgewater, East Bridgewater, Halifax, West Bridgewater, and Whitman, in Plymouth County, and the town of Easton in Bristol County. The SMSA is bordered on the north and east by the Boston SMSA, on the south by the Plymouth Labor Market Area and the Taunton Labor Market Area.

b. Economic Developments and Outlook

The Brockton SMSA was categorized in group E, (substantial unemployment between 9.0 to 11.9 percent), throughout the first six months of 1975, then changed to group F, (unemployment in excess of 12 percent), in July.

The beginning of 1975 saw the local area, the state, and the nation in the midst of the worst recession in the post war years. By the end of the year however, the national economy was on the upswing and employment gains were being registered in the local labor market. In the meantime the unemployment rate soared to 13.1 percent and 9,900 people were out of work.

Recent developments must be compared with the historical record to emphasize the significance of this current recession. From 1971 through the first half of 1974 nonagricultural wage and salary employment in the Brockton SMSA grew at a tremendous pace. In 1971 45,000 people were employed in wage and salary employment, but by August 1974 this figure stood at 50,600, a 5,600 worker increase. Even with this rapid economic growth the unemployment rate increased during this time period.

The reason for this apparent contradiction was the fact that the local labor force was growing even faster than the economy was expanding. This rapid employment growth ended during the second half of 1974 and there were serious job losses through the first quarter of 1975. A downturn of this magnitude negated most of the employment gains of the previous two years, with the result being a serious job shortage and a double digit unemployment rate.

Total manufacturing employment remained stagnant throughout most of 1975, while nonmanufacturing fell in the first quarter but rebounded during the rest of the year. Some soft goods industries, most notably apparel and leather, posted significant gains in the last half of 1975. In contrast, the hard goods sector has continued it's downward trend with no upturn expected soon.

An aggressive economic development policy by various community agencies resulted in a number of new firms moving into the area. There was growth in the Avon Industrial Park and the Baltimore Brush Company moved into the Eleganza building in Brockton. The Brockton Area Transit System (BAT) was inaugurated in July 1975 and has proven to be a strong success and a positive influence upon the downtown area. Plans were finalized for the redevelopment of the central business district, with the initial phase being the construction of a six level parking garage with office space above. This redevelopment project will create a sizeable number of construction jobs and when finished will increase employment in the downtown area.

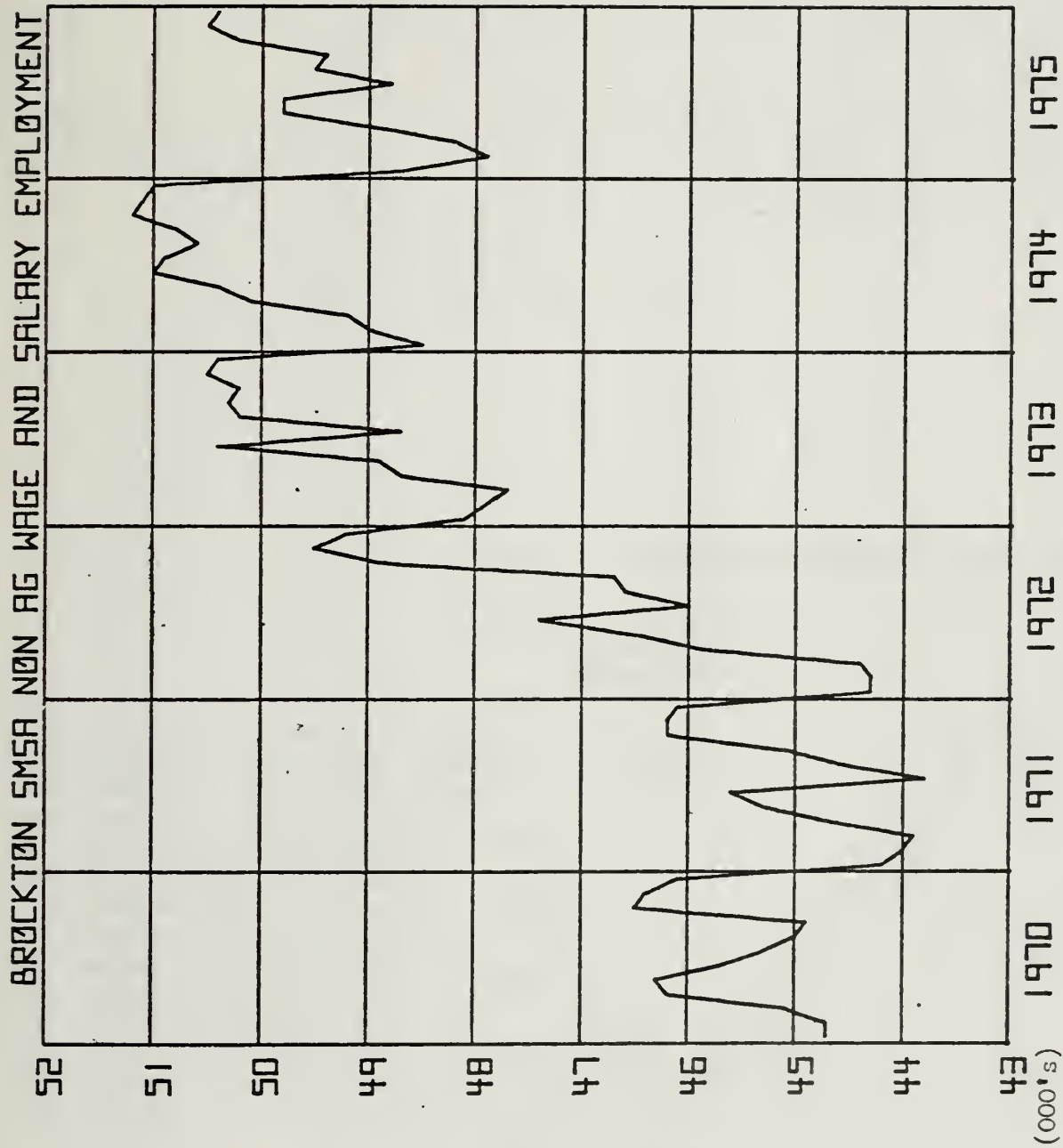
The future economic outlook for the area is highly dependent on the strength of the national economic recovery. Sustained national growth, predicted for all of 1976, will have positive influences on the local area and the state. It is already apparent, however, that this region's recovery will lag and probably be weaker than the national upturn. Certain manufacturing industries, particularly in the nondurables sector, have already made a strong recovery, but the rest of the factory sector is weak. Just when the rest of manufacturing will start to expand is impossible to predict, but a strong national economy is a necessary (although not sufficient) prerequisite.

Table 1

Annual Average 1970-75
Nonagricultural Wage and Salary Employment
Brockton SMSA

	1970	1971	1972	1973	1974	1975
Nonagricultural Wage & Salary	45.5	45.0	46.6	49.3	50.4	49.3
Manufacturing-Total	13.8	12.4	12.5	12.8	13.0	11.6
Durable Goods	4.5	4.1	4.5	5.0	5.5	4.7
Nondurable Goods	9.3	8.3	8.0	7.8	7.5	6.9
Nonmanufacturing-Total	31.7	32.6	34.1	36.5	37.4	37.7
Contract Construction	2.0	2.0	2.0	2.2	1.9	1.5
Trans., Comm., & Utilities	3.4	3.6	3.7	3.9	3.8	3.6
Trade	11.2	11.7	12.7	13.2	14.0	14.2
Finance, Ins., & Real Estate	1.4	1.4	1.5	1.6	1.7	1.7
Service, Misc., Mining	6.1	6.3	6.9	7.3	7.4	7.7
Government	7.6	7.6	7.3	8.3	8.6	9.0

Graph 1



Graph 2

2a

NON AG EMPLOYMENT BROCKTON SMSA
ADJUSTED (SOLID) AND UNADJUSTED (BROKEN)

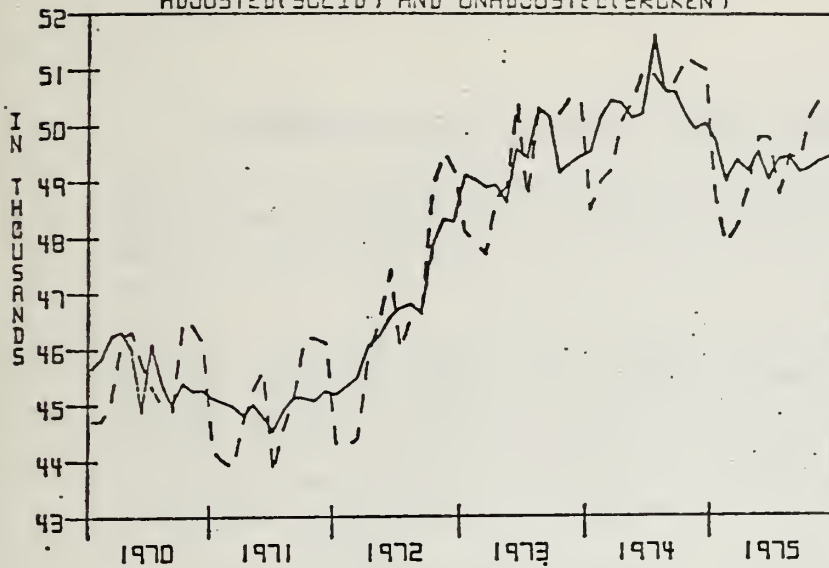


Table A presents seasonally adjusted and unadjusted employment from 1970-75. Adjusted employment began to fall in the 3rd quarter of 74, but its drop was smaller than the unadjusted drop. Most of the employment gains since the 1st quarter 75 have been seasonal.

2b

NON-AG EMPLOYMENT -- US VS. MASS. VS. BROCK

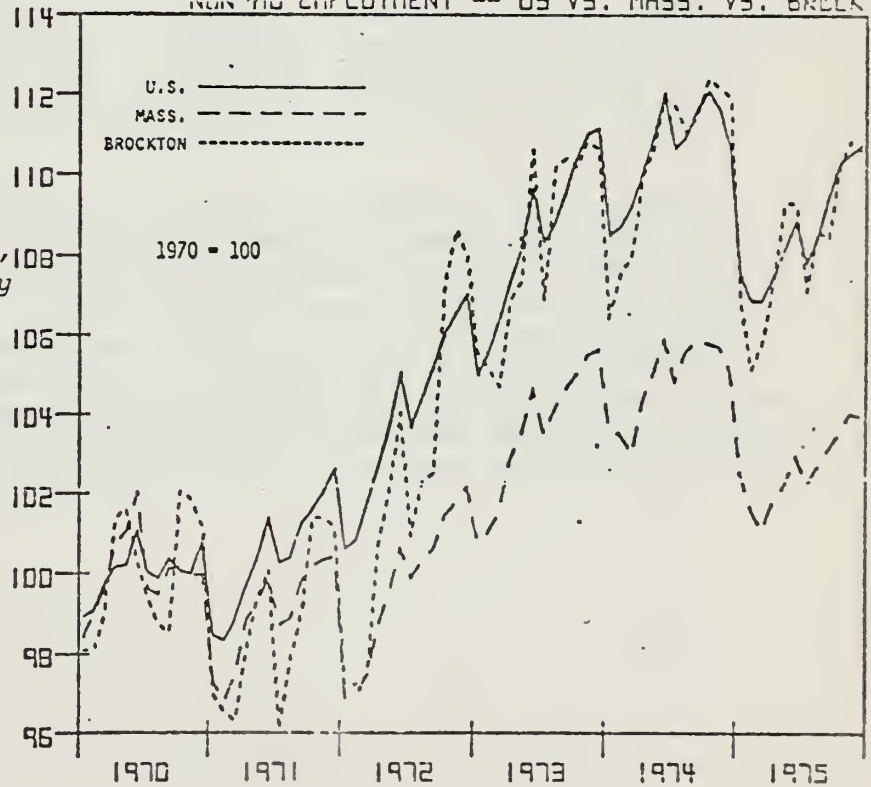


Table B compares indexed non ag employment in the us, the state, and Brockton. The local economy performed the same as the state through 71, but from then till the 4th quarter 74, Brockton outpaced the state and caught up with the employment growth of the nation. The effects of the national recession are clearly evident in the first quarter 75, with Brockton's downturn greater than that of the nation.

c. Population and Labor Force Characteristics

Population and labor force projections have been estimated in fiscal year 1977. These projections are based on the Brockton Prime Sponsor Area which includes the SMSA (except Halifax) plus Stoughton, Abington, and Hanson.

By 1977 the Prime Sponsor Area will have a population of 212,100, an 11.7 percent increase since 1970. This will make the Brockton Area one of the fastest growing regions in the state. The female population is estimated at 108,049 or 50.9% of the total population. There will be an estimated 4,754 residents of the Prime Sponsor Labor Area that are nonwhite. This group now represents about 2.2 percent of the total population.

The labor force for fiscal year 1977 should be approximately 92,500, up almost 20 percent from 1970. The increase in population is only 12 percent over the same time period, therefore a large part of the labor force increase is caused by increased labor force participation rates. This rapid growth in the labor force highlights the need for an evergrowing employment base. With more and more people seeking work, total employment must continually grow just to meet the new demands placed upon it.

There will be about 35,491 women in the labor force in FY 1977, almost a 20 percent increase since 1970. In 1970 the female labor force participation rate was 44.9 percent, but by 1977 this figure will increase to 47 percent. The nonwhite labor force will stand at 1,956, up 23.3 percent since 1975.

The unemployment rate for fiscal year 1977 is estimated at 10.0 percent of the civilian labor force, with 9,250 unemployed people residing in the prime sponsor area. It appears that the official unemployment rate will be below this level. The 10.0 rate was used so that unemployed people who may not be counted in the published rate will still be included for manpower planning purposes. The number of unemployed and the unemployment rate by race and sex have been estimated by 1970 Census proportions. These rates should be viewed only as approximations since the methodology assumes the share of unemployment by race and sex has remained constant since the last census.

Table 2

Characteristics of the Population
 Brockton Prime Sponsor Area
 Projected Fiscal Year 1977 Average

Age	Male		Female	
	White	Nonwhite	White	Nonwhite
Total	101,672	2,377	105,675	2,374
0-15	33,210	921	31,138	806
16-19	7,857	201	7,467	169
20-24	6,958	215	8,209	233
25-34	15,784	340	16,885	424
35-44	11,709	276	10,966	254
45-64	19,240	340	19,938	382
65+	6,914	84	11,072	106
Total Population	212,095			
Female	108,049			
Black	3,848			
Other	906			
Spanish	1,379			

Table 3

Characteristics of the Labor Force
 Brockton Prime Sponsor Area
 Projected Fiscal Year 1977 Average

Age	Male		Female	
	White	Nonwhite	White	Nonwhite
Total	55,896	1,113	34,650	841
16-19	5,892	95	5,873	139
20-24	5,938	177	5,346	166
25-34	13,699	305	8,038	240
35-44	11,516	259	6,410	157
45-64	17,011	259	7,873	129
65+	1,840	18	1,110	10
Total Labor Force	92,500			
Female	35,491			
Black	1,620			
Other	336			
Spanish	630			

Table 4

Characteristics of the Unemployed
 Brockton Prime Sponsor Area
 Projected Fiscal Year 1977 Average

Category	Number Unemployed	Unemployment Rate
White Male	4,998	8.9
White Female	3,739	10.8
Nonwhite Male	300	27.0
Nonwhite Female	212	25.2
Total Unemployed	9,250	10.0
Female	3,951	11.1
Black	421	26.0
Other	90	26.8
Spanish	93	14.8
Vietnam Era Veteran	559	xx

3. Unemployment Developments

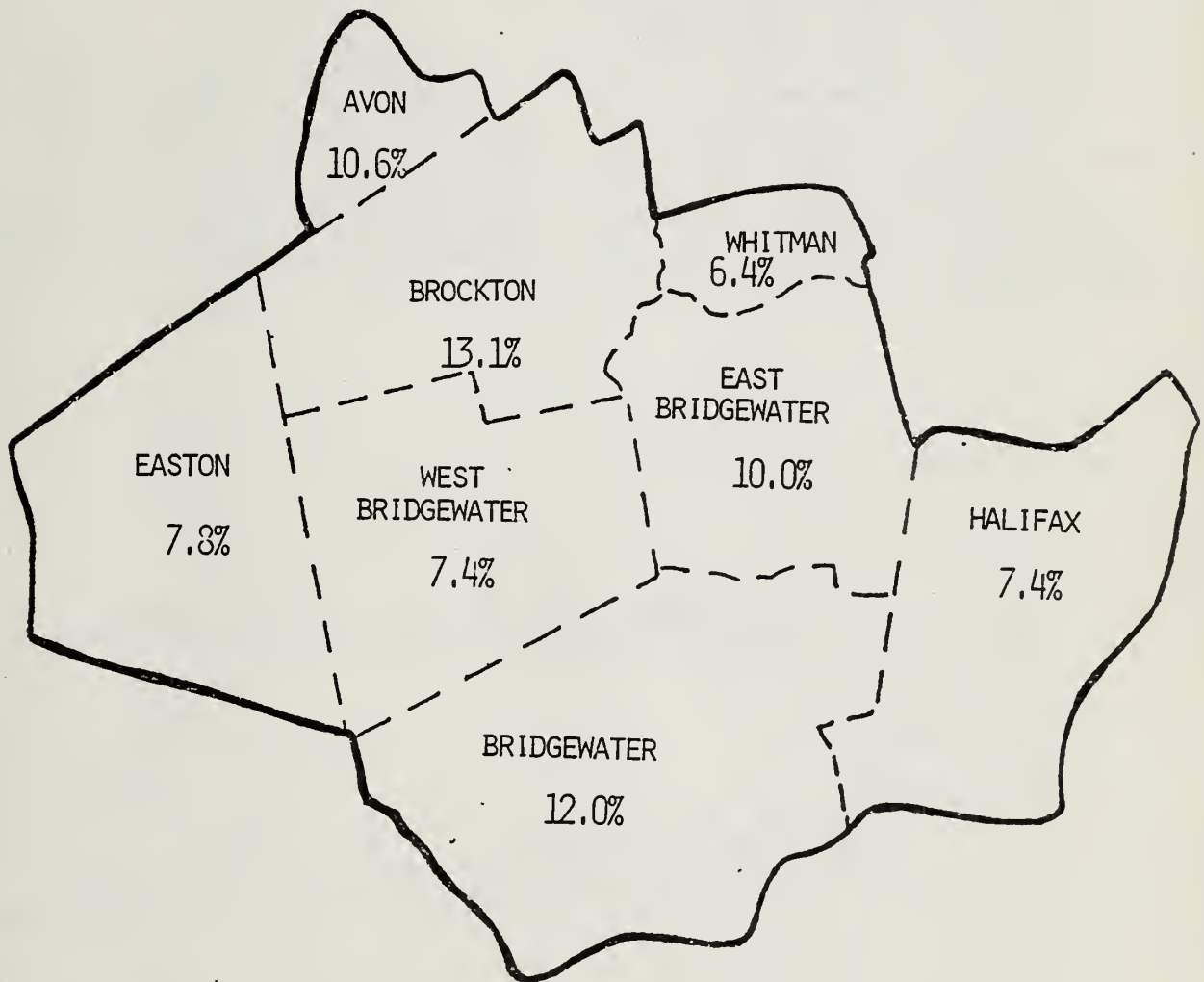
Nowhere were the effects of the recession felt more than in the unemployment statistics for 1975. The Brockton SMSA has had a high unemployment rate for many years but in 1975 an already bad situation was made even worse. As employment started to fall in the last part of 1974 the unemployment rolls swelled during the first half of 1975. In February 1975 the unemployment rate skyrocketed to 11.2 percent and continued to climb steadily thereafter, to peak at 13.1 percent in July 1975. After reaching its post war, all-time high, the unemployment rate declined steadily to stand at 10.6 percent in December 1975. The annual average unemployment rate for 1975 was 11.3 percent, a 49 percent rise over the 1974 annual average.

Correspondingly, the number of unemployed workers increased dramatically in the first two months of 1975 and steadily increased after that to peak at 9,900 in July. During the second half of 1975 there was a gradual lessening of the number of unemployed workers and in December 8,000 people in the area were out of work. The annual average number of unemployed people in 1975 was 8,600, up over 50 percent from the preceeding year.

The number of totally unemployed claimants rose to over 8,000 in June 1975, then fell steadily through October and remained relatively unchanged thereafter. The increase in total claimants was caused mainly by a rise in the number of Federal Supplemental Benefits claims while the regular and Trex insurance programs remained unchanged. After June the total decrease in claims was brought about by both a decrease in FSB claims and a lessening of regular claims.

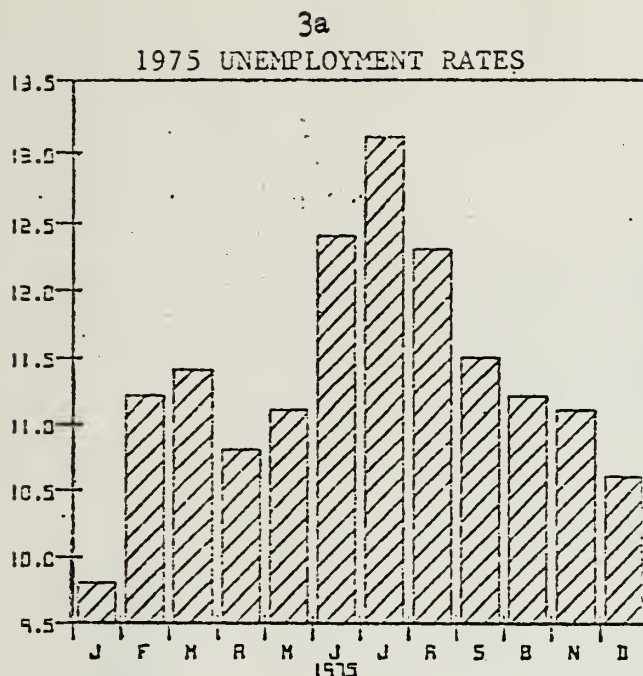
Initial unemployment claims were the highest in January 1975 when layoffs were the greatest. January was also the month that the FSB & SUA legislation was enacted and many more people became eligible to file unemployment claims. Initial claims rose again in June, dropped in August, then rose at the end of the year.

BROCKTON SMSA

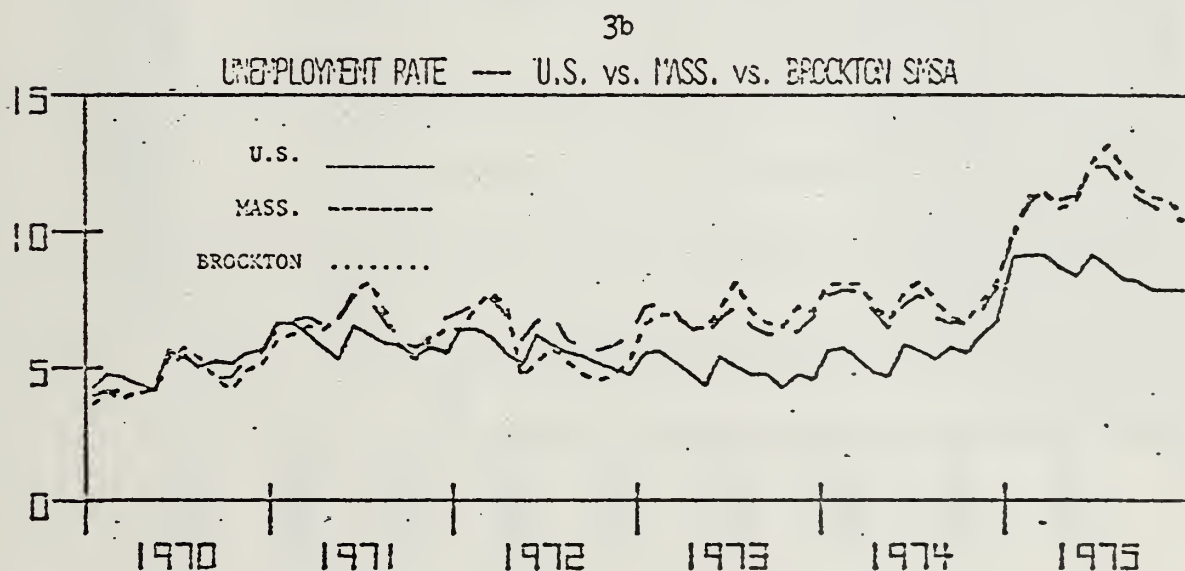


1975 ANNUAL AVERAGE
UNEMPLOYMENT RATES

GRAPH 3

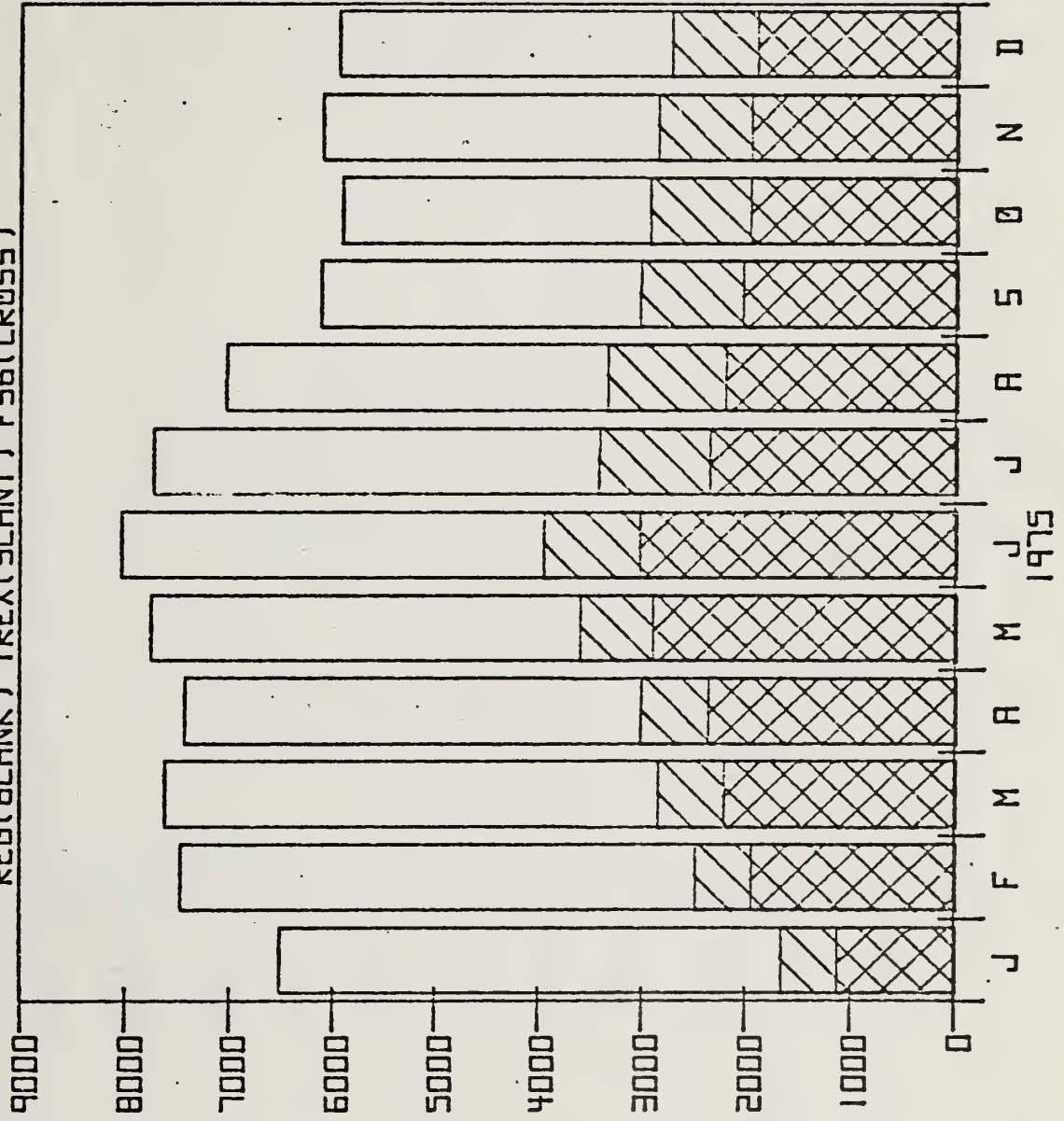


The unemployment rate in the Brockton SMSA rose dramatically during the first two months of 1975 (graph 3A). After holding steady through May, the rate peaked at 13.1% in July. From August on, the rate fell. At year's end the unemployment rate stood at 10.6%. Comparing the Brockton SMSA's rate to the state and the nation reveals that Brockton's rate has behaved almost exactly as the state's (graph 3B). The relative economic deterioration during the recent recession is seen in the divergence between the state and Brockton, and the national rate, commencing in December 1974.

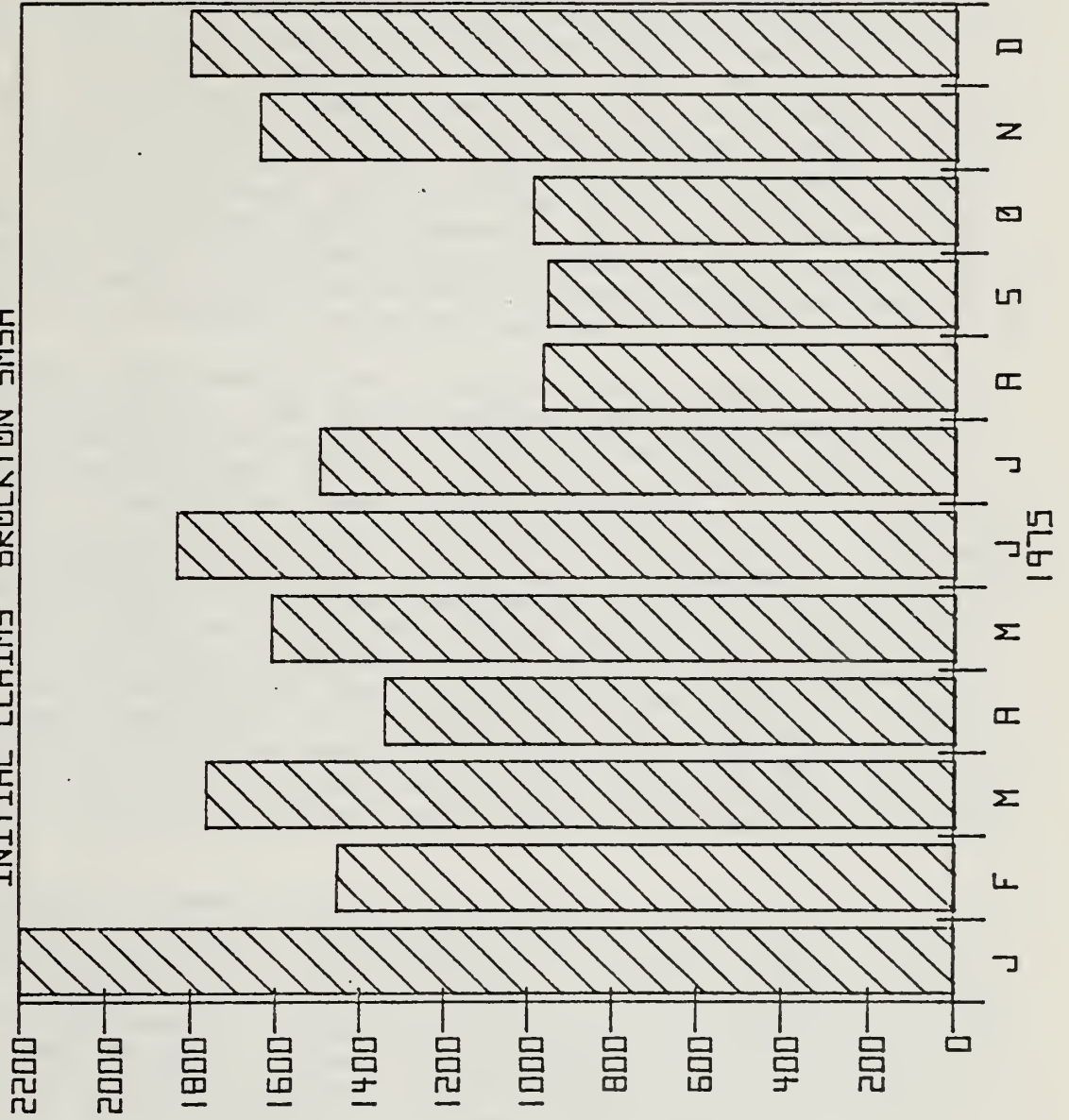


Graph 4

CLAIMANTS - BROCKTON SMSA
REG(BLANK) TREX(SLANT) FSB(CROSS)



Graph 5
INITIAL CLAIMS BROCKTON SMSA



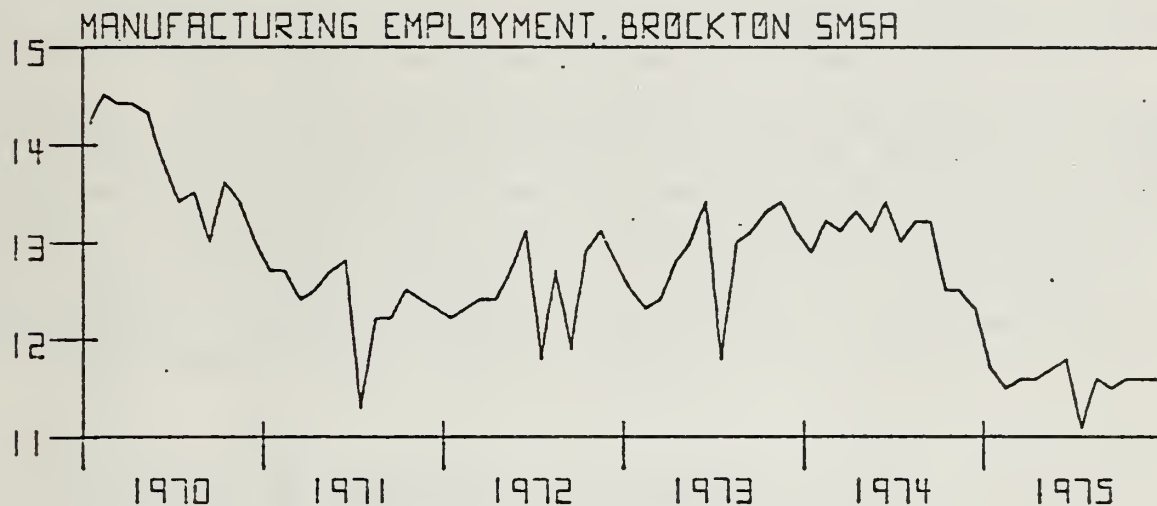
4. Economic Developments and Outlook by Industry

As was stated in a previous section, nonagricultural wage and salary employment grew at a rapid pace from 1971 through the second half of 1974. This trend was broken, however, when the local economy was hit by the effects of the national recession. In October 1974, the number of wage and salary jobs hit an all time high of 51,200, but fell steadily after that. January and February 1975 were extremely depressed months with nonfarm employment falling by 3,300 from October 1974 to stand at 47,900 in February 1975, the lowest level since March 1973. Graph 5 B shows employment in the Brockton SMSA compared to the state and nation. First, it is apparent that the national economic downturn was the catalyst for the drop in employment in the Brockton SMSA and secondly, the magnitude of the drop in the local area was far greater than for the nation as a whole.

In March 1975, the downward trend in wage and salary jobs was reversed with a 300 worker gain. The upturn continued steadily through June when nonagricultural employment stood at 49,800. After dipping because of the normal summer doldrums, nonfarm employment increased to stand at 50,400 at years end. The year end level was 1,700 higher than at the beginning of the year, but still 800 lower than October 1974. Because a labor market area is a dynamic, growing entity, the demand for employment opportunities continually increases. Last year's employment levels will not be sufficient for this year, and this year's numbers will not be sufficient for next year. Even though a good part of the employment losses caused by the recession have been recouped (though still 800 below October 1974), over 15 months have elapsed and the supply of labor has increased unabated. Also data for the first two months of 1976 show that wage and salary employment dropped 1,200 in January and remained constant at 49,200 in February. This loss is seasonal, as January and February are typically low employment months.

Manufacturing employment has long been in a state of decline in the Brockton SMSA. In 1970 there were 13,800 people, or 30.3% of all wage and salary employment, employed in the factory sector. By 1974 the number of people employed in manufacturing dropped to 13,000, or 25.8% of all wage and salary employment. The downturn in manufacturing commencing in September 1974, led the overall downturn. Between September 1974 and February 1975, factory payrolls were diminished by 1,700. The remainder of 1975 was a year of stagnation in total manufacturing employment, even though certain industries

did show improvements. In fact, the February 1976 manufacturing employment level stood the same as that of the previous year.

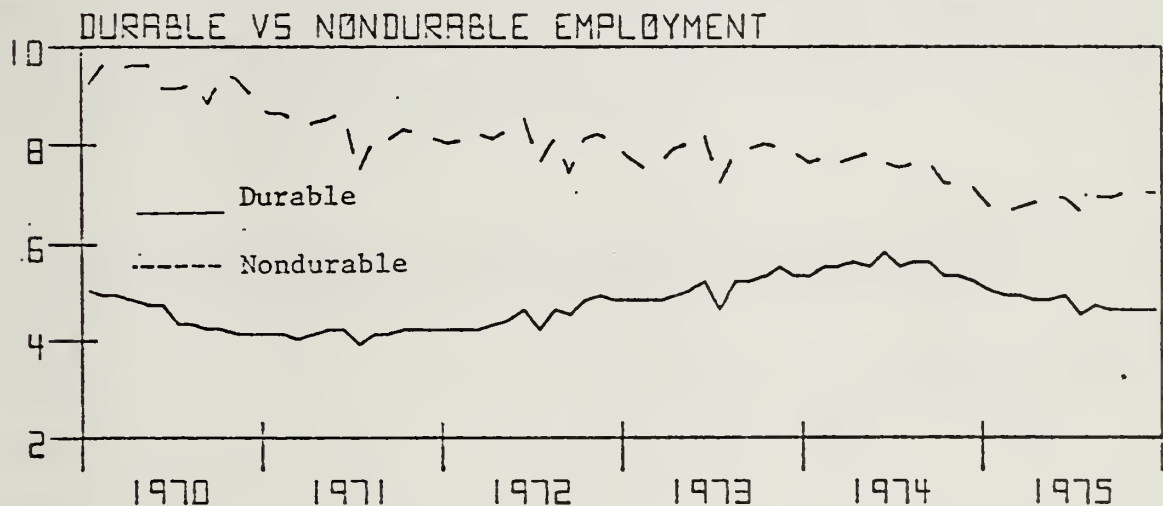


Historically, over the span 1972 to mid 1974 employment in the durable goods sector expanded. In the first quarter of 1972 there were 4,200 workers employed in the hard goods sector, and by June 1974 this number grew to 5,800. However, this sector was particularly hard hit by the recession and is still experiencing erosion of its workforce. Durable goods industries, which are usually capital intensive and produce big-ticket items, usually suffer worse in a recession and this situation held true this time around. By February 1975 payrolls in the hard good sector dropped to 4,900, and since then there has still been a workforce reduction. In February 1976 only 4,500 were employed in durable goods, 1,300 fewer workers than in June 1974.

By far the hardest hit industry has been electrical machinery where employment has fallen by 550 since June 1975. This industry is cyclically sensitive and the national economic recession sent it into a nose dive. State-wide, this industry has the largest share of manufacturing employment, and in recent months has seen a rebound. The Brockton area, however, does not have the fast growing computer and software establishments. Future prospects in electrical machinery in Brockton are not as optimistic as those for the state. The other durable goods industries that have been affected by the recession are nonelectrical machinery (-100), fabricated metals (-130), and ordnance (-100). These industries (excluding ordnance) are also capital intensive and cyclically sensitive to economic downturns. But as industrial

production increases and business investment rises, this group should see more demand for their products and eventually a larger work force.

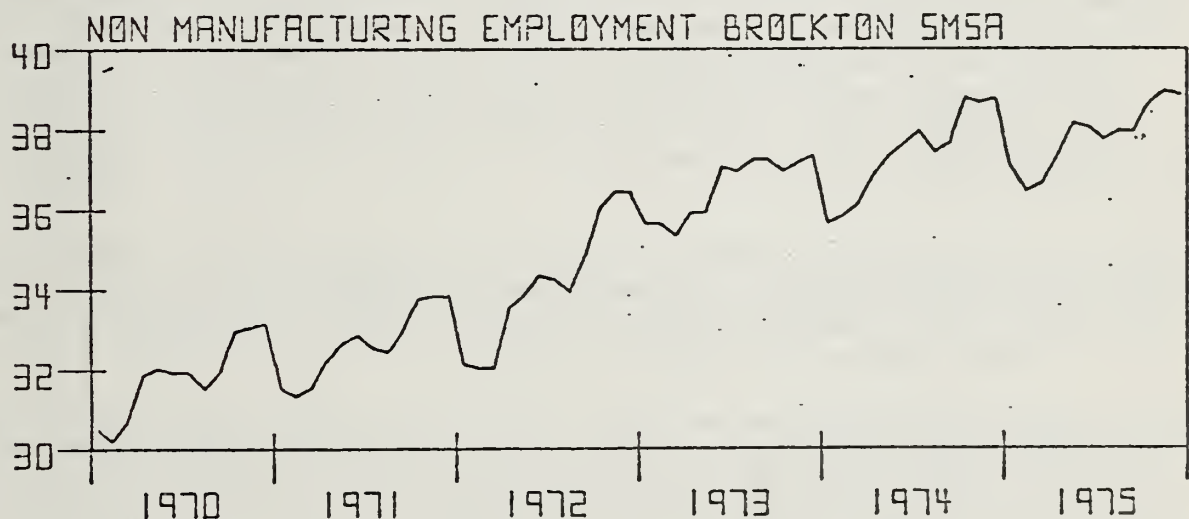
The nondurable goods sector has long been on the decline in the Brockton Area. Once known world wide as a major shoe production center, many shoe firms along with textile and apparel firms have moved away. In 1970 there were 9,300 workers employed in the soft goods sector, but by February 1975 only 6,600 workers were employed in the area. Nondurable goods employment suffered during the national recession with 800 jobs lost during the September 1974 - February 1975 period. However, unlike the durable goods sector, the nondurable goods sector has seen an upturn in employment. Since the February 1975 low point, soft goods payrolls have increased by 400 to stand at 7,000 in February 1976. In view of the continually deteriorating situation in the durable goods sector, this development has been a important boost to the local economy.



Leather, the most important single industry in the area, suffered greatly during the recession. Employment in leather remained steady during 1973 and the first 3 quarters of 1974, but then plummeted by 400 to stand at only 2,300 in February 1975. Since then payrolls have expanded by over 300 and production has increased substantially. Prospects for this industry are generally favorable as shoe sales should continue to grow. Apparel lost about 130 jobs during the downturn, but between February and September 1975 employment rose by over 200. As in the case of leather, increased consumer confidence and higher levels of spending have meant more demand in these types of goods. As the recovery continues, this industry should see a sustained period of growth. The textile industry has behaved countercyclically, rising by almost 200 during the September

1974 - February 1975 period, but falling back down since that time. Textile payrolls in the state increased substantially during the second half of 1975 and the local economy should realize some of these gains in 1976. Rubber and plastic products also fell substantially in the beginning of the year but have since expanded payrolls by over 150.

As manufacturing has steadily declined, the nonmanufacturing sector has grown at a tremendous rate in the Brockton SMSA. In 1971 there were 31,700 employed in the nonmanufacturing sector but by 1975 this amount swelled to 37,700, a 22.0% increase. Even though this rise has continued every year, there have been breaks in this growth and a serious one occurred between December 1974 and February 1975. During this time period nonmanufacturing employment plummeted from 38,700 to 36,600. Nonmanufacturing employment declines seasonally during these months but this drop was much greater than normal. These months were also the worst for the national economy and the link between the local economy and national events is clearly established. In the first few months of 1975 there were dire economic predictions and consumer confidence and spending went into a nosedive. As events came into perspective and the national economy bottomed out then started to expand, nonmanufacturing employment grew in the last three quarters of 1975 (albeit at a somewhat slower pace).



The one serious weakness in the nonfactory sector is the construction industry. For a variety of reasons this sector has been in a depression that has not yet ended. The tight money policies of the Federal Reserve Bank that made the interest rate soar, seriously curtailed many industrial

and residential construction projects. Even though money is "easier" to come by, there still has been no upsurge in construction activity and correspondingly no increase in construction jobs. With housing prices skyrocketing and business still running at less than full capacity, the recovery has not begun in this sector. In 1973 there was an annual rate of 2,200 people employed in construction, but in 1974 it dropped to 1,900, and in 1975 only 1,500 people were employed in this area of endeavor. Prospects in this sector should improve late in 1976 and 1977. Projects on the drawing board, particularly the downtown renewal program, should give construction a boost.

Employment in wholesale and retail trade has grown tremendously over the last few years. In 1970 there were 11,200 workers in this sector, but in 1975 there was an average of 14,200 people employed in trade. The first two months of 1975 were a very bad period for trade and sales dropped markedly. Business was fairly good in the second half of 1975, but store managers tried to minimize the number of new hires. This resulted in increases in seasonal holiday employment, but not of the magnitude experienced in past years. Retail establishment will probably not grow at such a rapid pace as in previous years, but as consumers' incomes continue to rise, modest growth is expected.

Like trade, the service sector has seen rapid growth in recent years. The large increase in population in the area has been an important reason for the expansion in this area. In 1975 there was an average of 7,700 people working in this sector, up 300 from the preceeding year. The service sector is relatively insulated from the effects of the recession, and hardly any contraction was observed in this area. The largest single employment sector in services is the medical field with approximately 4,000 employees.

Once again the average weekly earnings of production workers in the Brockton SMSA were near the bottom when ranked against the other major labor market areas. Production workers in Brockton earned only \$145.16 in 1975, compared to \$193.06 for Boston and \$174.78 for the state as a whole.

Both the average hours worked (37.9), and the average hourly earnings (\$3.83) were substantially below the state average. The three lowest earnings areas (New Bedford, Brockton, and Fall River) are all located in the southeast region of the state. This situation has prevailed for a number of years, and until the industrial mix of the region is changed, this situation will not change.

Table 5

Annual Average - 1975
Weekly Earnings, Work-week, and Hourly Earnings
Majors SMSA/LMA's

	Average Weekly Earnings	Average Hours Worker	Average Hourly Earnings
1. Boston SMSA	\$193.06	39.4	\$4.90
2. Worcester LMA	179.72	38.9	4.62
3. Springfield LMA	172.82	39.6	4.40
4. Lawrence-Haverhill SMSA	169.99	38.9	4.37
5. Lowell LMA	159.01	38.5	4.13
6. New Bedford LMA	145.43	37.1	3.92
7. <u>Brockton</u> SMSA	145.16	37.9	3.83
8. Fall River LMA	124.61	35.2	3.54
STATE	174.78	39.1	4.47

Employment projections for 1985 for the Brockton SMSA have been made based on anticipated growth rates in the state. The two main assumptions used in this methodology are 1) industries in Brockton will behave in a similiar pattern as the state, 2) there will be no major disruptions to the economy (such as a war etc.).

Nonagricultural wage and salary employment is expected to grow at a slow but steady pace in the next decade. In 1985 there should be about 57,000 wage and salary jobs, and increase of 16 percent, compared to only a 12 percent growth rate for the state over the same time period. As has been the case in recent years, all this growth will occur in the nonmanufacturing sector, with manufacturing payrolls only increasing slightly. The nondurable goods industries, particularly textiles, apparel and leather, are expected to continue declining in importance in the state and the SMSA. Because Brockton has a relatively large share of these industries, this

sector will bear most of the brunt of future job losses. But as the old soft goods industries decline, the losses should be absorbed by increases in the durable goods sector. During the next decade various technologically intensive growth industries will be born and Brockton will have to attract these firms if the manufacturing sector is to thrive.

During the next decade the nonmanufacturing sector is expected to continue the sustained growth rate experienced during the first half of this decade. As the population of the area grows and people's income rise, the local economy should become even more dependent on the nonmanufacturing sector. The largest gains in employment should come in the area of trade, services, and government. The construction slump is expected to end and significant gains should also be realized from that sector.

Table 6
Employment Projections for 1985
Brockton SMSA

	1975 Average	1985 Average
Nonagricultural Total	49,300	57,050
Manufacturing Total	11,600	11,750
Durable Goods	4,700	6,000
Primary Metals	670	550
Fabricated Metals	630	710
Machinery, except electrical	660	710
Electrical Machinery	840	1,000
Instruments	1,190	1,350
All Other Durables	710	1,690
Nondurables	6,900	5,750
Food	710	550
Textiles	650	560
Apparel	1,280	940
Printing	570	740
Rubber	800	900
Leather	2,360	1,750
All Other Nondurables	530	310
Nonmanufacturing Total	37,700	45,300
Construction	1,500	2,200
Trans., Comm., & Utilities	3,600	4,900
Trade	14,200	16,800
Finance, Ins., & Real Estate	1,700	1,900
Services	7,700	9,200
Government	9,000	10,300

5. Employment Outlook by Occupation

The economic downturn in 1975 caused a serious job shortage and almost all occupational groups suffered. Table 7 shows the occupational breakdown of unfilled job orders for the Southeastern Region during January, July, and December 1975. The total number of job openings unfilled at the end of January 1975 was 1,249, by April this figure increased to 2,064, and in August there were 2,218 unfilled job openings at the end of the month. But after August the number of job orders decreased substantially, falling from 1,708 in September to 913 at the end of the year.

Clerical and sales occupations accounted for the largest percentage of unfilled job orders. In this occupational group stenography, typing and filing, account recording, and sales agents were most in demand. Benchwork occupations also accounted for a large number of job openings. The overwhelming majority of these jobs were in the area of fabrication of textiles and leather, and stitchers. Historically, these occupations have been hard to fill and the upsurge in employment in the soft goods industries increased the demand in these particular skills. Most people have a "sweat shop" image of these jobs and are reluctant to work at these endeavors even in spite of a tight labor market.

The demand for professional, technical, and managerial positions increased in the first half of 1975, but fell off sharply after that. The greatest number of job openings in this area were for medicine and health occupations and store managers.

The number of job openings in service occupations increased greatly at the beginning of 1975, rising from 165 in January to 477 in May, then held steady through August, and dropped to 144 at years end. The largest share of service jobs were in food serving and kitchen work also there were a sizeable number of job openings in the area of protective services, particularly guardwork.

The number of machine trades openings increased steadily from January through July, but fell sharply thereafter and at years end there were only 72 job openings in this field. The durable goods sector did not perform well in 1975 and employment opportunities in this occupation were limited. The majority of the machine trades openings were on the area of metal machining and metalworking occupations.

Table 7
Unfilled Job Openings
Last Day Each Month
Southeast Region
January, July, December 1975

DOT Code		January	July	December
	Total	1,249	1,723	913
0,1	Professional, Tech, & Managerial	217	177	146
0,7	Medicine & Health	(33)	(42)	(49)
18	Managers & Officials, N.E.C.	(20)	(55)	(55)
2	Clerical & Sales Work	277	281	230
20	Stenography, Typing, & Filing	(55)	(47)	(31)
21	Computing & Account Recording	(59)	(48)	(28)
25	Sales Agents, Services	(77)	(65)	(67)
3	Services	165	261	144
31	Food & Beverage Preparation	(41)	(129)	(30)
37	Protective Services	(43)	(28)	(22)
38	Building & Related	(15)	(10)	(11)
4	Farming, Fishery, Forestry	12	3	0
5	Processing	14	52	8
6	Machine Trades	106	263	72
60	Metal Machining	(39)	62	26
62,63	Mechanics & Machinery Repair	(22)	60	22
7	Benchwork	285	465	236
78	Fabrication of Textile & Leather	(220)	318	189
786	Machine Sewing, Garment	(139)	(169)	(46)
787	Machine Sewing, Nongarment	(68)	(118)	(121)
8	Structural Work	138	85	52
9	Miscellaneous Work	35	136	25
91	Transportation Occupations, N.E.C.	(20)	(15)	(7)
92	Packaging & Materials Handling	(4)	(106)	77

Employment by occupation for 1975 and projections for 1985 are presented in table 8. These estimates are based on nonagricultural wage and salary employment in the Brockton SMSA for 1975 and projections for 1985.

In 1975 the largest employment by occupation was in the clerical area (9,150), followed by professional and technical (7,694), craftsmen (7,561), and operatives (7,493). In descending order were service workers (5,945), managers and administrators (4,417), sales workers (3,469) laborers (1,799) and private household workers and agricultural workers.

During the next ten years most of the growth in employment will come from the nonmanufacturing sector and correspondingly most of the growth in occupations will be connected with nonmanufacturing industries. This is not to say there will be no job openings in slow growing occupations. Even in a no growth occupation there would be openings due to replacement factors, even though the total number of jobs would remain constant.

Clerical occupations (+22.6%) are predicted to have the fastest growth rate in the next ten years. Secretaries, stenographers, and typists will continue to be in demand. The next fastest growing occupational area is service workers (+19.9%). The service sector is expected to become increasingly important in the local economy. Health service workers in particular will be one of the fastest growing occupations as more emphasis is put on quality health care. Craftsmen (+16.5%) will have increased employment opportunities in the future. Mechanics, carpenters and construction occupations will all realize growth over the next ten years.

The growth in demand for professional and technical workers will be somewhat slower than average. However, engineers, medical professions, and technical professions will see rapid growth in the future. Teachers, in particular, will see very limited growth potentials in the next 10 years. Operatives, the occupation most closely allied with the factory sector, will realize the least growth of any major occupation. Because of slow employment growth and an increased tendency toward automation, very few new jobs will open in the Brockton area.

Table 8
Occupational Projections
1975 - 1985
Brockton SMSA

Occupations	1975	1985	Percent Change
Total, All Occupations	49,300	57,050	+15.7
Professional & Technical	7,694	8,292	+ 7.8
Engineers, Technical	695	828	+19.1
Medical	1,068	1,337	+25.2
Teachers	1,686	1,766	+ 4.7
Technicians, Except Health	608	871	+43.3
Managers & Administrators	4,417	5,126	+16.3
Sales Workers	3,469	4,085	+17.8
Clerical Workers	9,150	11,219	+22.61
Bookkeepers	1,131	1,191	+ 5.3
Secretaries, Stenog., & Typists	2,271	2,976	+31.0
Craftsmen	7,561	8,806	+16.5
Auto Mechanics	687	868	+26.1
Mechanic (except Auto)	930	1,150	+23.7
Machinists	316	318	-
Metal Crafts	558	589	+ 5.6
Carpenters	618	785	+27.8
Construction (except Carpenters)	1,207	1,482	+22.8
Operatives	7,493	7,692	+ 2.66
Transportation Equip., Operatives	2,113	2,258	+ 6.9
Truck Drivers	1,082	1,157	+ 6.9
Laborers	1,799	1,975	+ 9.8
Construction	244	279	+14.3
Stock & Material Handlers	972	1,124	+15.6
Agriculture	210	215	+ 2.4
Service Workers	5,945	7,129	+19.9
Cleaning Workers	858	1,071	+24.8
Food Workers	2,213	2,622	+18.5
Health Workers	1,116	1,630	+46.1
Personal Workers	522	620	+18.8
Protective Workers	895	915	+ 7.8
Private Household Workers	2239	257	+ 7.5

6. Characteristics of Individuals in Need of Manpower Services

When employment levels dropped during the worst of the recession, the number of people in need of manpower services increased dramatically. Along with the low skill, low education group that are always in need of some manpower services, many people who had never before been unemployed, found themselves out of work. This is especially true of workers in the manufacturing sector who had highly skilled jobs but because of various economic reasons were laid off. The future of the manufacturing sector in Brockton (and also the state) is not optimistic and most job gains in the years to come will emanate from the nonmanufacturing sector. A serious mismatch in the types of skills of the unemployed and the types of occupations needed may develop. An important question for manpower officials is how to convert these now obsolete skills into skills that will be in demand in the future.

Additional planning projections for the Brockton Prime Sponsor Area are given in Table 9. For manpower planning purposes a disadvantaged person is anyone below the poverty level who does not have suitable employment and who is either 1) a school dropout, 2) under 22 years of age, 3) a minority group member, 4) 45 years of age or older or 5) handicapped.

Unfortunately, a precise detailed breakdown of people in need of manpower services is unavailable. However, one of the best indicators of these characteristics is the Employment Service Automated Reporting System (ESARS) breakdown on the characteristics of individuals seeking employment service. A person listed may be an unskilled minority group member, a recently unemployed skilled worker, or even someone who is already employed but wishes a better job. But whatever their reason they felt they needed some manpower services.

Table 10 shows that there were 16,800 applications on hand at the Brockton Employment office. About 23 percent of these people were under 21 years of age, highlighting the great need of services for this group. Over two thirds of all the applicants had at least a high school diploma and twenty percent had some college education. Sixty percent of the applicants were men, while 40 percent were women.

Table 9

Additional Planning Data Projections
 Brockton Prime Sponsor Area
 Projected Fiscal Year 1977 Average

<u>Employed Part Time for Economic Reasons</u>		
Category	Total Employment	Part Time Employment for Economic Reasons
Total	83,250	3,524
White Male	50,898	1,781
White Female	30,911	1,638
Nonwhite Male	813	50
Nonwhite Female	629	3,524

Persons 14 and Over, Receiving Welfare Payments

Total	7,934
White Male	2,467
White Female	5,061
Nonwhite Male	185
Nonwhite Female	221

Economically Disadvantaged (18 and over)

Total	9,188
White	8,744
Black	260
Other	113
Spanish	71

Table 10
 Characteristics of Registered Applicants
 Brockton Office -- December 1975

	Number	Percent
Age		
Under 21	3,857	22.9
22-29	5,219	31.1
30-39	3,489	20.8
40-44	1,229	7.3
45-54	1,974	11.8
55-64	87	5.2
65 and over	154	.1
Sex		
Men	9,672	60.0
Women	7,128	40.0
Education		
0-7	544	3.2
8-11	5,126	30.5
12	7,804	46.5
Over 12	3,326	19.8
Ethnic Group		
White	15,912	94.9
Black	721	4.3
Other	134	0.8

Source: ESARS

ANNUAL PLANNING REPORT FISCAL YEAR 1978

OF EMPLOYMENT SECURITY JOHN D. CROSIER DIRECTOR

MASSACHUSETTS DIVISION

AFFILIATED WITH EMPLOYMENT AND TRAINING ADMINISTRATION U.S. DEPARTMENT OF LABOR

GOVERNMENT DOCUMENTS
UNIVERSITY MICROFILMS
SERIALS
UNIVERSITY OF MASSACHUSETTS

BROCKTON SMSA



ANNUAL PLANNING REPORT

FISCAL YEAR 1978

BROCKTON, MASSACHUSETTS

STANDARD METROPOLITAN STATISTICAL AREA

Prepared by: Barbara G. Nelson
Labor Market Economist
Labor Area Research Department
Massachusetts Division of
Employment Security
Charles F. Hurley Building
Government Center
Boston, Massachusetts 02114

TABLE OF CONTENTS

	Page
I. Highlights and Conclusions.	1
II. Description of the Brockton Standard Metropolitan Statistical Area	2
a. Definition of Area.	2
b. Population and Labor Force Characteristics and Trends.	3
III. Employment Developments and Outlook by Industry . . .	9
Industrial Projections to 1985.	24
IV. Employment Developments and Outlook by Occupation . .	29
Occupational Projections to 1985.	30
V. Unemployment Developments	45
VI. Characteristics of Individuals in Need of Manpower Services.	53
VII. Labor Supply/Demand Imbalances.	65
VIII. Training Courses.	74

TABLES

<u>TABLES</u>	<u>Page</u>
1 Population Estimates.	3
2 Population Changes, 1970 - 1978	4
3 Brockton Consortium, Population and Labor Force Composition Projections Fiscal Year 1978.	6
4 Brockton SMSA, Population and Labor Force Composition Projections Fiscal Year 1978.	7
5 Brockton, City, Population and Labor Force Composition Projection, Fiscal Year 1978.	8
6 Employment Projections, Brockton SMSA, Total Employment by Industry.	25
7 Unfilled Job Openings, Last Day Each Month- Southeastern Region, December 1975, June, December, 1976.	31
8 Employment, Brockton, SMSA Employment Change by Occupation	34
9 Employment Projections, Brockton SMSA, Average Annual Job Openings 1974 - 1985	41
10 Additional Unemployment Projections, Fiscal Year 1978, Brockton SMSA, Consortium, City	48
11 1976 Unemployment Data, SMSA, Consortium, City.	49
12 Unemployment Rates, U. S., Massachusetts, and Brockton SMSA, 1972 - 1977.	50

TABLES (CONTINUED)

<u>TABLES</u>	<u>Page</u>
13 Benefit Payments for Month of February, 1977, Brockton Office	52
14 Poverty-Level Guidelines as Determined by the Department of Labor	53
15 Characteristics of Applicants in the Brockton SMSA, (ESARS), October 1976 - December 1976	55
16 Additional Planning Data Projections, Fiscal Year 1978	62
17 Detailed Composition of Actives Job Applicants Unfilled Job Openings by Occupational Category, December 31, 1976	68
18 Unfilled Job Openings Including Related Wage Data in Professional, Technical and Managerial Occupations, September 30, 1976	70
19 Unfilled Job Openings-Taunton Job Bank, December 31, 1976, Brockton Office Area	71
20 Taunton Job Bank-Comparison of Unfilled Job Openings Last Day Each Month, 1976 by Major Occupational Category.	73
21 Wages of CETA Participants Before Participation and Upon Entering Employment, October 31, 1976- December 31, 1976	75
22 Quarterly Summary of Participant Characteristics, Brockton CETA Program, October 31, 1976- December 31, 1976	
a. Title I	76
b. Title II.	77
c. Title VI.	78

GRAPHS

<u>GRAPHS</u>	<u>Page</u>
Manufacturing Employment-Brockton SMSA Durables and Nondurables	9
Nonmanufacturing Employment-Brockton SMSA.	13
Employment Changes in Brockton SMSA 1975, 1976	17
Employment in the Brockton SMSA 1974 - 1976.	18
Brockton SMSA Non-Farm Wage and Salary Employment 1972 - 1976	19
Weekly Hours in Manufacturing 1974 - 1976.	20
Weekly Earnings in Manufacturing, Brockton SMSA 1974 - 1976.	21
Hourly Wages in Manufacturing, 1974 - 1976	22
Weekly Hours in Manufacturing, Brockton SMSA, 1974 - 1976	23
Brockton SMSA, Regular Claims, Trex, FSB	51

I. Highlights and Conclusions

Nonagricultural wage and salary employment in the Brockton SMSA has begun to resurge and show trends of growth since the devastating effects felt from the 1975 recession. Most gains are concentrated however, within the nonmanufacturing sector. Employment increases of approximately 10 percent are anticipated over the 1974 - 1985 interval with the nonmanufacturing sector expected to continue the sustained growth rate established during the first half of the decade.

The unemployment rate during the 11 month period from February to December, 1976 has shown signs of improvement dropping over the period from 12.1 percent to 8.1 percent. Average annual unemployment rates in both the Brockton SMSA and the Brockton Consortium (10.4 percent) fared better over the year than those of the City of Brockton (11.9 percent).

By fiscal year 1978, the Brockton Prime Sponsor Area is expected to have a population of 215,385, representing a 6.1 percent increase since 1973, just above that of the Brockton SMSA and exceeding the change within the city of Brockton. The labor force for fiscal year 1978 should stand at approximately 96,700 for the Consortium, up almost 25 percent from 1970, with much of the gain attributable to increased labor force participation rates.

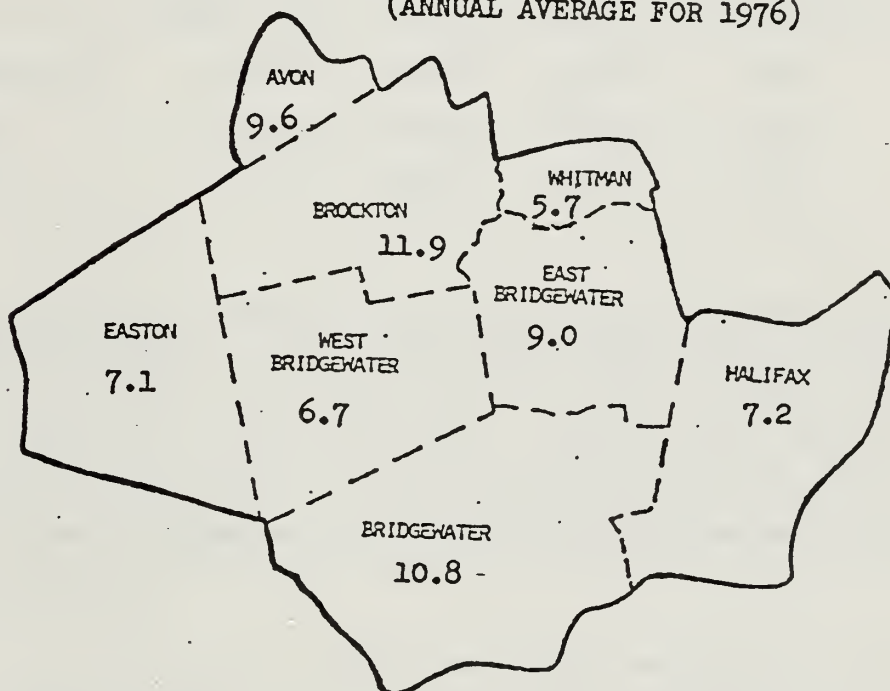
II. Description of the Brockton Standard Metropolitan Statistical Area

A. Definition of Area

The Brockton Standard Metropolitan Statistical Area (SMSA) is located in Southeastern Massachusetts. It is comprised of the city of Brockton, and the towns of Bridgewater, East Bridgewater, Halifax, West Bridgewater, and Whitman in Plymouth County, the town of Easton in Bristol County, and the town of Avon in Norfolk County. The SMSA is bordered on the north and east by the Boston SMSA, on the south by the Plymouth Labor Market Area and the Taunton Labor Market Area.

BROCKTON SMSA

UNEMPLOYMENT RATES
(ANNUAL AVERAGE FOR 1976)



A labor area is a geographical area consisting of a central city or cities and the surrounding territory in which there is a concentration of economic activity and in which workers can generally change jobs without changing their residence. Basic emphasis is on commuting patterns and the relationship between the worker's place of residence and place of work. The labor area covered in this report is defined above.

B. Population and Labor Force Characteristics and Trends

Population and labor force projections have been estimated for fiscal year 1978 for the City of Brockton, the Brockton SMSA and for the Brockton Prime Sponsor Area which includes the SMSA (minus Halifax) plus the towns of Abington, Hanson and Stoughton.

Table 1

Population Estimates

	Census April 1970	July 1 1973	Projected FY 1978	Percent Change 1970-1973	Percent Change 1973-1978
Brockton Consortium	189,820	202,986	215,385	+6.9	+ 6.1
Brockton SMSA	150,416	160,829	170,557	+6.9	+ 6.0
Brockton, City	89,040	93,280	96,234	+4.8	+ 3.2

By fiscal year 1977 the Prime Sponsor Area is expected to have a population of 215,385, representing a 6.1 percent increase since 1973, just above that of the Brockton SMSA and exceeding the change within the city of Brockton. The labor force for fiscal year 1978 should be approximately 96,700 for the Consortium, up almost 25 percent from 1970. Since the total population over this same period is expected to increase by only 13.5 percent (and the 16 and over population by 17.8 percent) it is evident that much of the labor force increase is caused by increased labor force participation rates, highlighting the need for a steadily increasing employment base to keep pace with the new demands placed upon it.

The proportion of women in the labor force within the Brockton Consortium, which stood at 38.4 percent in 1970, should reach a projected 41.4 percent by fiscal year 1978. A dramatic rise in the female labor force participation rates during the past decade has had a marked effect on the size and composition of the work force. This growth in the labor force participation rates of women is due to a number of important socio-economic changes which have been occurring since 1970. Among them are the higher levels of academic attainment achieved by women, a shift in the economy from traditionally male dominated industries such as construction and durable goods to services, and the high costs of living indigenous to our area coupled with recessionary and inflationary influences forcing many wives into the secondary labor market in order to supplement or replace lost income of their husbands.

Population Changes 1970-1978
Table 2

	April 1, 1970	July 1, P/ 1973	FY 1978	Absolute 1970-1973	Absolute 1973-1978	Percent Change 1970-1973	Percent Change 1973-1978
Brockton SMSA	150,416	160,829	170,557	+ 10,413	+ 9,728	+ 6.9	+ 6.0
Brockton	89,040	93,280	96,234	+ 4,240	+ 2,954	+ 4.8	+ 3.2
Avon	5,295*	5,097	4,727	- 198	+ 370	- 3.7	- 7.3
Bridgewater	12,911	13,026#	16,883	+ 115	+ 3,857	+ 0.9	+ 3.0
East Bridgewater	8,347	9,374	10,490	+ 1,027	+ 1,116	+ 2.3	+11.9
Easton	12,157	14,042	16,529	+ 1,885	+ 2,487	+15.5	+17.7
Halifax	3,537*	4,206	4,992	+ 669	+ 786	+18.9	+18.7
West Bridgewater	6,070	8,395#	7,223	+ 2,325	- 1,172	+38.3	-14.0
Whitman	13,059	13,409	13,479	+ 350	- 70	+ 2.7	- 0.5
Brockton Consortium	189,820	202,986	215,385	+ 13,166	+12,399	+ 6.9	+ 6.1
Brockton	89,040	93,280	96,234	+ 4,240	+ 2,954	+ 4.8	+ 3.2
Abington	12,334	12,992	13,497	+ 658	+ 505	+ 5.3	+ 3.9
Avon	5,295*	5,097	4,727	- 198	- 370	- 3.7	- 7.3
Bridgewater	12,911	13,026#	16,883	+ 115	+ 3,857	+ 0.9	+ 3.0
East Bridgewater	8,347	9,374	10,490	+ 1,027	+ 1,116	+12.3	+11.9
Easton	12,157	14,042	16,529	+ 1,885	+ 2,487	+15.5	+17.7
Hanson	7,148	8,323	9,673	+ 669	+ 1,350	+16.4	+16.2
Stoughton	23,459*	25,048	26,650	+ 1,589	+ 1,602	+ 6.8	+ 6.4
West Bridgewater	6,070	8,395#	7,223	+ 2,325	- 1,172	+38.3	-14.0
Whitman	13,059	13,409	13,479	+ 350	- 70	+ 2.7	- 0.5
State	5,689,170	5,799,415	5,879,692	+110,245	+80,277	+ 1.9	+ 1.4

P/ Preliminary

*// Corrected 1970 census figures

#// Preliminary 1973 population estimates for Bridgewater and West Bridgewater were based upon incorrect 1970 census figures.

Total unemployment for fiscal year 1978 has been estimated to be about 8,600 or 8.9 percent of the civilian labor force within the Brockton Consortium. Projections run slightly lower for the Brockton SMSA (8.7 percent). Estimated breakouts for females and nonwhites have also been established for each area based upon 1970 census proportions updated by national change factors. It is evident from this data that nonwhite females are expected to be the hardest hit of all classifications in both the SMSA and the city of Brockton, whereas in the Consortium 23.4 percent of all nonwhite males are estimated to be unemployed during fiscal year 1978.

POPULATION AND LABOR FORCE COMPOSITION PROJECTIONS
FISCAL YEAR 1978
Brockton Consortium
Table 3

	Population	Labor Force	Employ	Unemploy	Unemploy Rate	Labor Force Participation Rate
TOTAL	215,385	96,719	88,111	8,608	8.9	65.1
White Male	102,360	55,638	50,825	4,813	8.6	80.2
0-15	33,028	--				--
16-17)	8,200	5,987				73.0
18-19)						
20-24	7,376	6,134				83.2
25-34	14,478	13,794	INA	INA	INA	95.3
35-44	11,767	11,035				93.8
45-64	20,061	16,838				83.9
65 +	7,450	1,851				24.8
White Female	108,256	39,170	35,784	3,386	8.6	51.4
0-15	32,023	--				--
16-17)	8,352	6,195				74.2
18-19)						
20-24	8,661	5,488	INA	INA	INA	63.4
25-34	15,671	7,414				47.3
35-44	11,251	6,380				56.7
45-64	20,752	12,137				58.5
65 +	11,546	1,555				13.5
Nonwhite Male	2,417	1,029	788	241	23.4	70.4
0-15	955	--				--
16-17)	202	81				40.0
18-19)						
20-24	183	140	INA	INA	INA	76.2
25-34	315	263				83.5
35-44	309	271				87.7
45-64	360	258				71.5
65 +	93	17				18.5
Nonwhite Female	2,351	881	712	169	19.1	57.1
0-15	808	--				--
16-17)	166	130				78.3
18-19)						
20-24	188	124	INA	INA	INA	65.8
25-34	334	179				53.7
35-44	305	184				60.4
45-64	429	252				58.8
65 +	121	12				9.7

POPULATION AND LABOR FORCE COMPOSITION PROJECTIONS
FISCAL YEAR 1978
BROCKTON SMSA
Table 4

	Population	Labor Force	Employ	Unemploy	Unemploy Rate	Labor Force Participation Rate
TOTAL	170,557	76,273	69,637	6,636	8.7	64.6
White Male	80,880	43,727	40,015	3,712	8.5	79.4
0-15	25,796	--	--	--	--	--
16-17)	6,318	4,577	3,913	664	14.5	72.4
18-19)						
20-24	5,746	4,709	4,115	594	12.6	82.0
25-34	11,780	11,172	10,267	905	8.1	94.8
35-44	9,235	8,596	7,948	648	7.5	93.1
45-64	15,849	13,150	12,473	677	5.2	83.0
65 +	6,156	1,523	1,299	224	14.7	24.7
White Female	85,756	31,042	28,400	2,642	8.5	51.3
0-15	25,190	--	--	--	--	--
16-17)	6,472	4,693	4,239	454	9.7	72.5
18-19)						
20-24	6,854	4,361	4,090	271	6.2	63.6
25-34	12,519	5,910	5,338	572	9.7	47.2
35-44	8,851	5,110	4,838	272	5.3	57.7
45-64	16,322	9,659	8,779	880	9.1	59.2
65 +	9,548	1,308	1,115	193	14.7	13.7
Nonwhite Male	1,975	811	669	142	17.5	68.8
0-15	797	--	--	--	--	--
16-17)	144	69				47.9
18-19)						
20-24	131	96				73.0
25-34	276	222	*	*	*	80.3
35-44	262	220				84.0
45-64	279	185				66.4
65 +	86	18				21.6
Nonwhite Female	1,946	693	553	140	20.2	55.7
0-15	701	--	--	--	--	--
16-17)	138	109				79.0
18-19)						
20-24	143	92	*	*	*	64.4
25-34	309	162				52.4
35-44	236	145				61.4
45-64	327	173				53.8
65 +	97	12				12.7

* Figures are not large enough to provide reliable estimates.

POPULATION AND LABOR FORCE COMPOSITION PROJECTIONS
FISCAL YEAR 1978
BROCKTON CITY
Table 5

	Population	Labor Force	Employ.	Unemploy	Unemploy Rate	Labor Force Participation Rate
TOTAL	96,234	43,127	38,814	4,313	10.0	64.8
White Male	44,998	24,409	21,918	2,491	10.2	79.7
0-15	14,378	--	--	--	--	--
16-17)	3,248	2,600	2,066	534	20.5	80.0
18-19)						
20-24	2,737	2,387	2,117	270	11.3	87.2
25-34	7,443	7,069	6,293	776	11.0	95.0
35-44	5,006	4,557	4,193	364	8.0	91.0
45-64	8,584	6,936	6,508	428	6.2	80.8
65 +	3,602	860	742	118	13.7	23.9
White Female	48,380	17,642	16,072	1,570	8.9	51.5
0-15	14,101	--	--	--	--	--
16-17)	3,222	2,664	2,419	245	9.2	82.7
18-19)						
20-24	3,420	2,268	2,089	179	7.9	66.3
25-34	7,798	3,772	3,345	427	11.3	48.4
35-44	4,875	2,784	2,658	126	4.5	57.1
45-64	9,048	5,336	4,871	465	8.7	59.0
65 +	5,916	817	690	127	15.5	13.8
Nonwhite Male	1,413	600	471	129	21.5	77.5
0-15	639	--	--	--	--	--
16-17)	98	54				54.5
18-19)						
20-24	79	67	*	*	*	85.4
25-34	190	173				91.0
35-44	191	177				92.6
45-64	168	116				69.0
65 +	48	13				27.2
Nonwhite Female	1,443	477	354	123	25.9	54.1
0-15	561	--	--	--	--	--
16-17)	106	74				70.4
18-19)						
20-24	91	58	*	*	*	64.2
25-34	237	120				50.9
35-44	162	109				67.4
45-64	213	108				50.6
65 +	73	7				10.0

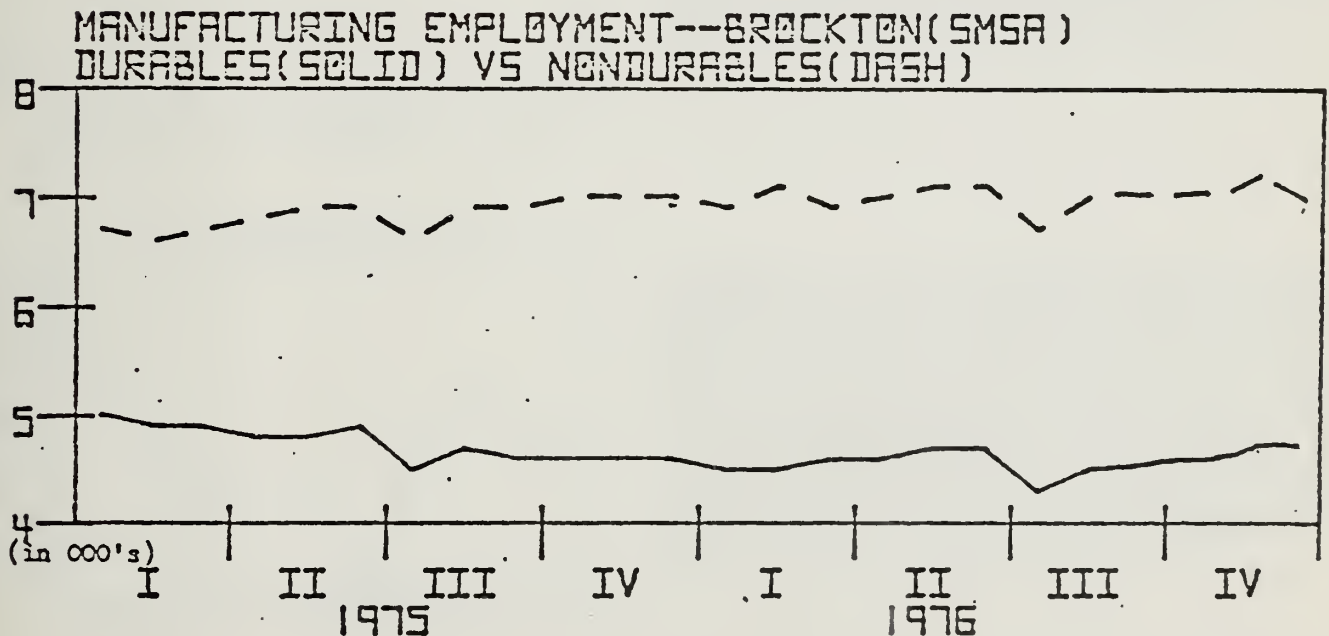
* Figures are not large enough to provide reliable estimates.

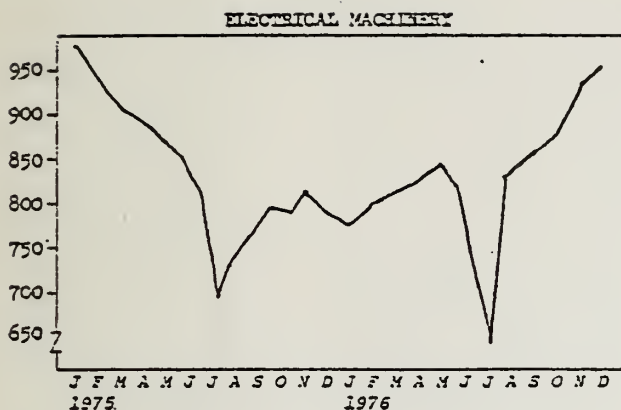
** These labor force projections reflect the true estimates for the City, not those based upon Census Share Methodology, which would result in an unrealistically high labor force participation rate.

III. Employment Developments and Outlook by Industry

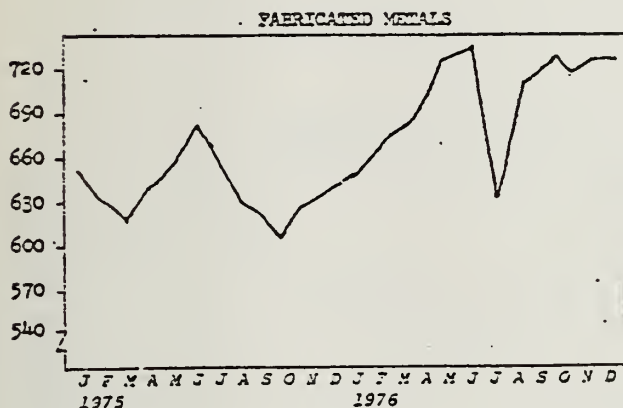
Since the local economy was hit by the recession of 1975, nonagricultural wage and salary employment in the Brockton Standard Metropolitan Statistical Area has shown a trend of growth and resurgence at a fairly healthy pace. The downward trend in wage and salary jobs culminated in the first quarter of 1975 (47,900 in February) and the upturn in nonfarm employment heightened in late 1975 to stand at 49,500 in February 1976. Presently, in December 1976, jobrolls stand at a year end level of 51,900, representing not only a gain of some 1,500 jobs over December, 1975 but more significantly a total recoupment of recession related employment losses with the November 1976 figure representing an all time high. It must be noted, however, that all but 200 of the 12-month net job gain was concentrated in the nonmanufacturing sector.

Manufacturing industries in the Brockton SMSA have for several years held a continually declining position of importance. Compared with 1970, when 30.3 percent of all nonfarm payrolls were represented by the manufacturing sector, by 1975 this sector represented only 23.6 percent of the total and by 1976 this figure had dropped further to 22.9 percent. Nevertheless the manufacturing downturn does appear to have leveled off as the 1976 manufacturing level of 11,600 stood the same as that of the previous year.

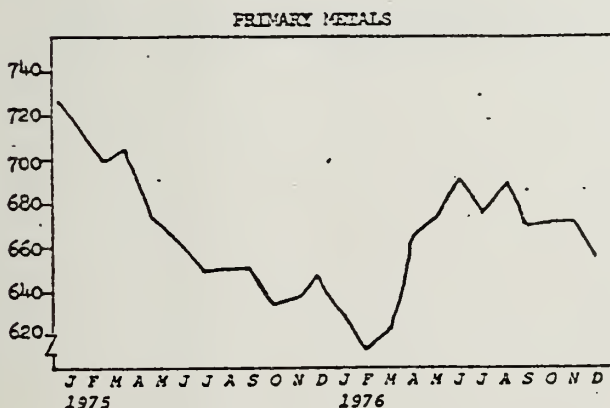




One of the few hard goods industries to report any significant over-the-year growth was electrical machinery, (especially electrical components) up by more than 150. However, during the first half of 1976, job rolls significantly trailed those levels recorded for the corresponding period of the previous year, due in large part to the cyclically sensitive nature of this industry to economic downturns and the impact with which it was hit by the recent recession. Nevertheless, as business investment and industrial production increases, this industry should see a recoupment of their losses and further gains during fiscal year 1978.

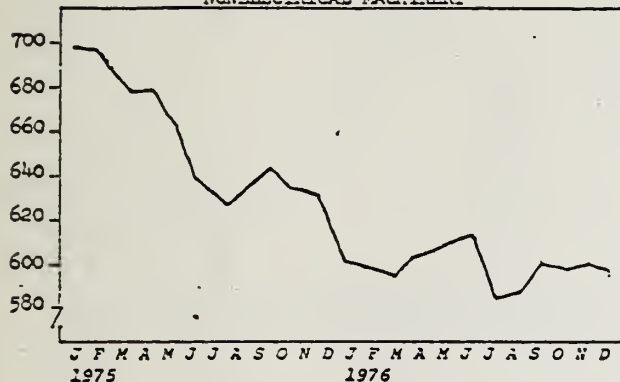


Job rolls in fabricated metals also recorded yearly gains from December 1975 of almost 100. Disregarding a seasonal summer downturn, this industry has seen steady improvement since the fourth quarter of 1975, however, such expansion appears to be leveling off and employment should average about 800 during fiscal year 1978.



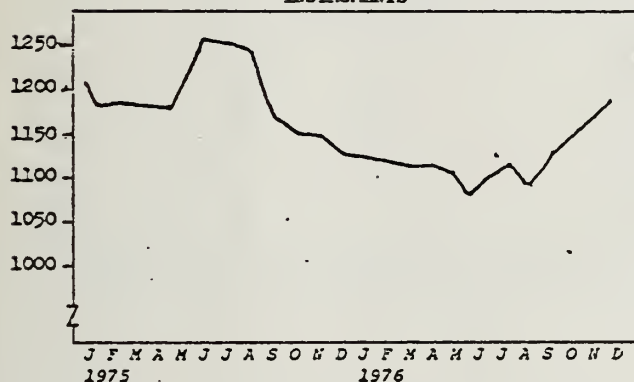
Although over 100 jobs were lost in primary metals from its high point of 725 early in 1975 to February 1976, some improvement was seen through June. By the end of the year, however, further losses were recorded within the industry and 1976 closed out the year with almost 10 percent fewer workers than 1975. No significant increase is expected during fiscal year 1978.

NONELECTRICAL MACHINERY



Employment in nonelectrical machinery producing industries appears to have leveled off after losing over 100 jobs during 1975. It is not expected that fiscal year 1978 will bring renewed growth to the industry. Instead, only slight job gains are expected.

INSTRUMENTS



A substantial employment growth has caused payrolls in the instruments industry to rise to a 15 month high, now approaching peak levels of 1975. The outlook for the industry through fiscal year 1978 is favorable with a slow but steady growth rate predicted.

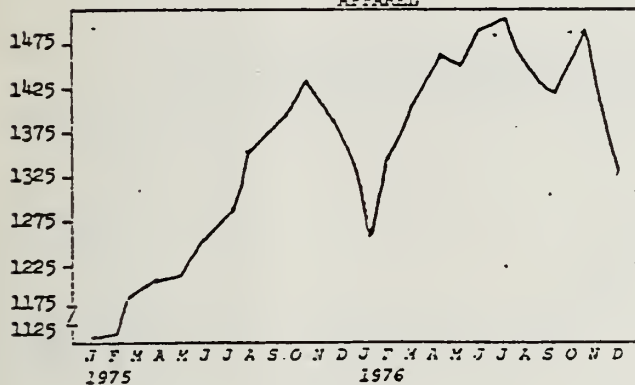
LEATHER



percent below 1970 levels, staff increases of some 200 have occurred during the past 20 months.

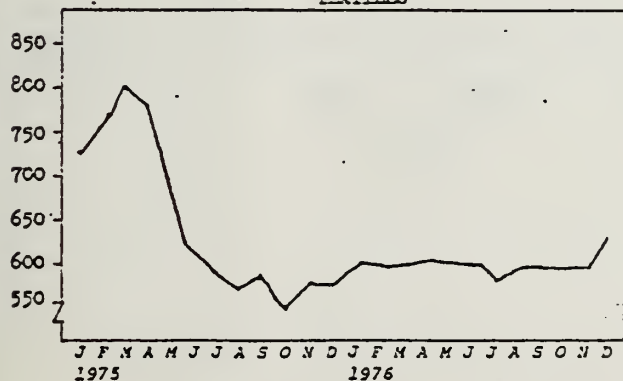
Once called the "Shoe City" due to its leather industry and long the most important nondurable industry in the area, the declining leather industry could face favorable future prospects as it receives a shot in the arm in the form of a two-tiered system of quotas and tariffs on foreign imports voted by the International Trade Commission to aid the domestic shoe industry. This is especially significant as 89 shoe plants and 16,000 workers have lost their jobs since 1968 in Massachusetts, many of those in the Brockton area. Although 1976 payrolls are running 51.5

APPAREL

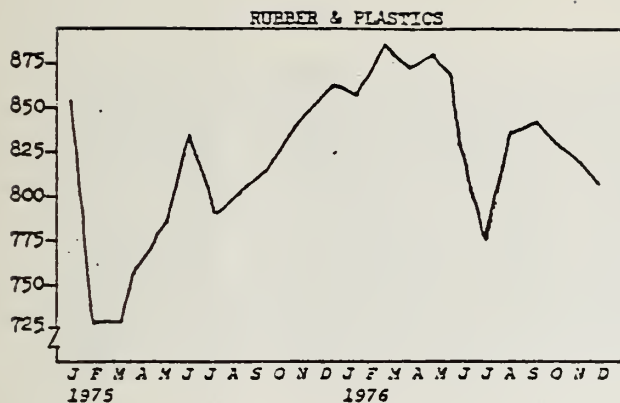


Annual average job rolls in the apparel industry are up overall by more than 125 in 1976 over 1975, however, December levels trail those of a year ago by nearly 100. This upward momentum should be sustained through fiscal year 1978 and is expected to grow as consumer confidence and hence higher levels of spending result in more demand for these goods.

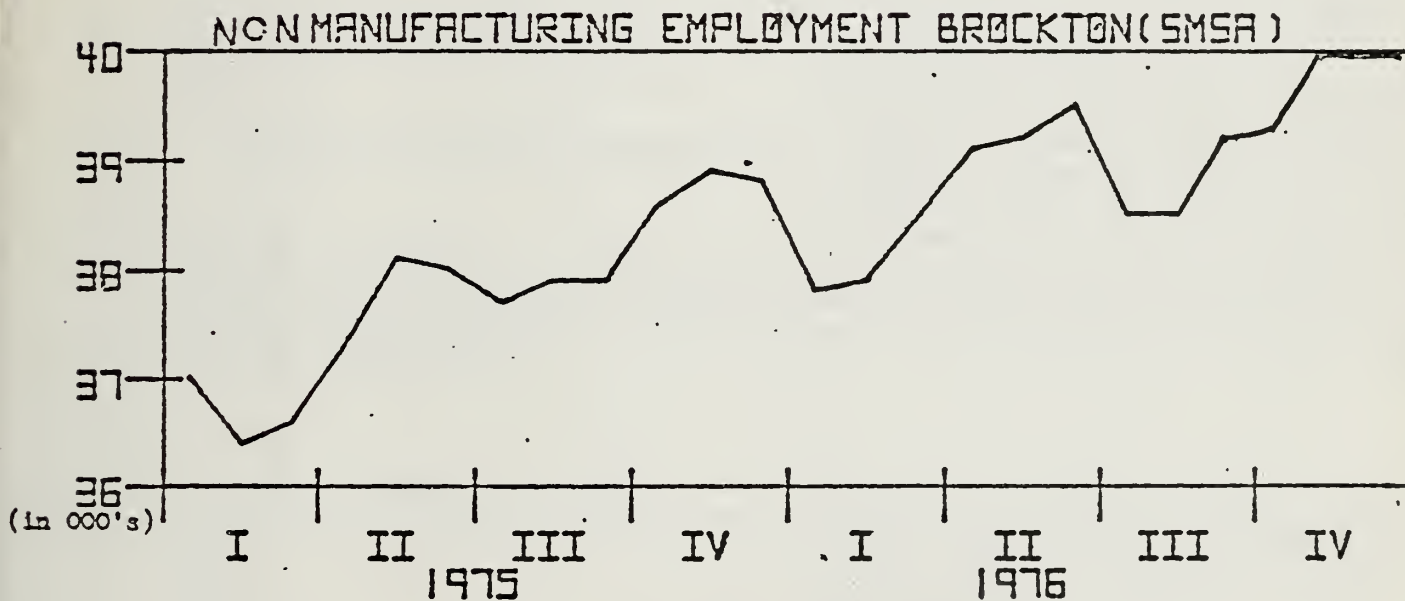
TEXTILES



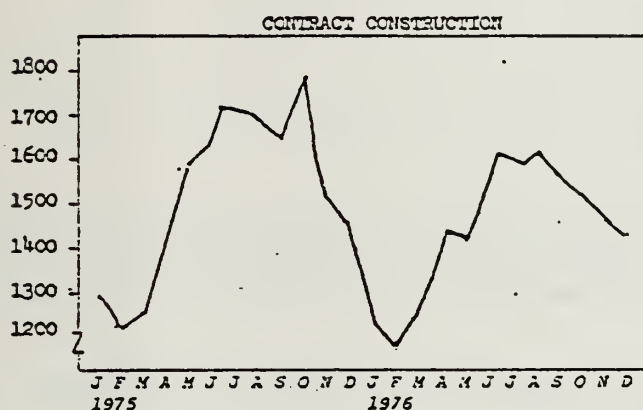
Between March and October 1975, employment in the textile industry saw a decline of over 200. The level was essentially maintained through 1976 with some gains being made at the end of the year. Textile payrolls should show some expansion during fiscal 1978, with some of the earlier losses recouped, in response to earlier achieved payroll expansions in this industry at the State level.



The rubber and plastics industry after a substantial drop early in 1975 rallied to a high of almost 900 in February of 1976. Job rolls have contracted since that time by almost 100 but can be expected to stabilize with no further cutbacks expected during the next 18 months.

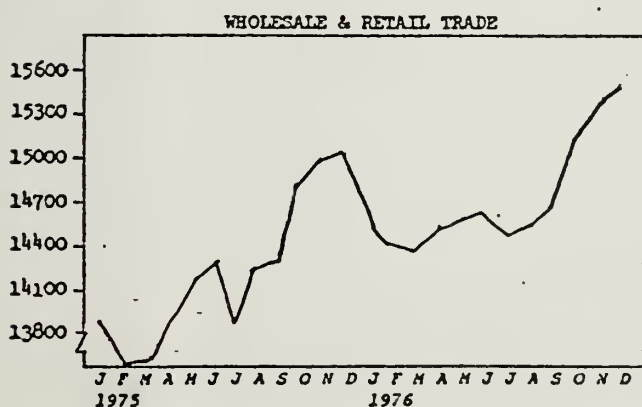


Nonmanufacturing industries within the Brockton SMSA represent an anti-thetical situation relative to the manufacturing sector. As manufacturing has nosedived, nonmanufacturing has evidenced steady growth since 1970. From 31,700 employed in 1970, the figure swelled to 39,100 in 1976, a 23.3 percent increase. Growth was impeded during late 1974 and early 1975, due to declining levels of consumer confidence and spending. Once the national and local economies had bottomed out, however, employment in the nonmanufacturing sector expanded from 37,700 in 1975 to 39,100 in 1976, this being the highest level ever achieved within the segment.



One weakness within the nonfactory sector is the construction industry. The building trades for a variety of reasons have faced prolonged depression. On the decline for the past 6 months, levels of employment now trail those of the corresponding months of recent years. With the average cost of a new house presently at \$50,000, the new administration will face pressure from both the construction industry and families caught up in the economic squeeze to come up with a new housing subsidy program to spur housing starts. Encouragingly, one of the largest home

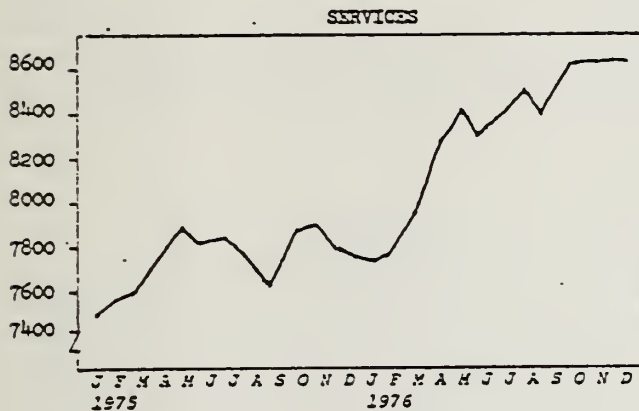
mortgage providers in the area has recently cut mortgage rates by 1/4 percent across the board, hopefully leading to renewed growth within the next few months. Also the projected plans for the downtown renewal program should further aid in boosting construction.



By far the largest nonmanufacturing industry within the area, wholesale and retail trade has evidenced tremendous growth since 1970 when the industry employed 11,200, whereas in 1976 it employed 14,700. Heavy yearly gains in eating and drinking establishments were partially offset by losses in general merchandise and food stores leading to a 12 month increase of over 300 persons. Although retailers can be expected to hold a tight rein on inventories, shoppers should be throwing off their inflation sensitive shopping habits. Increasing consumer confidence and spending is

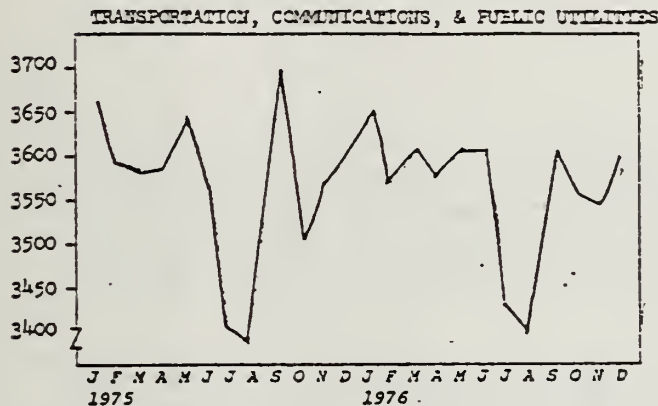
predicted as retailers lure consumers back with wide spread value promotions, aided

moreover by exploitation of Brockton's locational advantage i.e. the demand for goods is increased by the continued trend towards the "bedroom community" relationship with Boston and Route 128.



Since 1970 service employment has risen by over 36 percent. Between 1975 and 1976 alone some 600 workers were added to service payrolls primarily in the medical and health field. The increases in this sector, which remained relatively insulated from the recessionary effects felt so dramatically by other segments, are attributable largely to paralleling increases in population within this area. Further expansion is expected and employment in this sector should reach over 9,000 by fiscal year 1978. The anticipation of large growth in this sector is due to two main forces: 1)

the increased demand for local services as the population increases and as the percentage of residents who leave the SMSA to work elsewhere increases; and 2) the national trend toward expansion in the services industry.



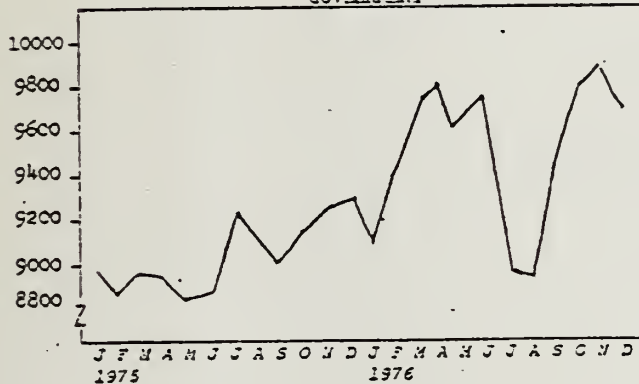
Average employment in transportation, communications and utilities at 3,600 has remained unchanged over the past two years. Small losses in motor freight transportation and communications since December 1975 were alleviated by minor gains in the utilities. A slow modest growth rate is expected to prevail through fiscal year 1978, but much of this growth will not be through "new" jobs as some utilities, notably the telephone company, having already laid off workers, would be in a recall situation.

FINANCE, INSURANCE & REAL ESTATE



Average employment in the finance, insurance and real estate segment has shown little variability over the past three years remaining at 1,700 since 1974, and varying by no more than 300 since 1970. During fiscal year 1978 no significant changes are expected.

GOVERNMENT

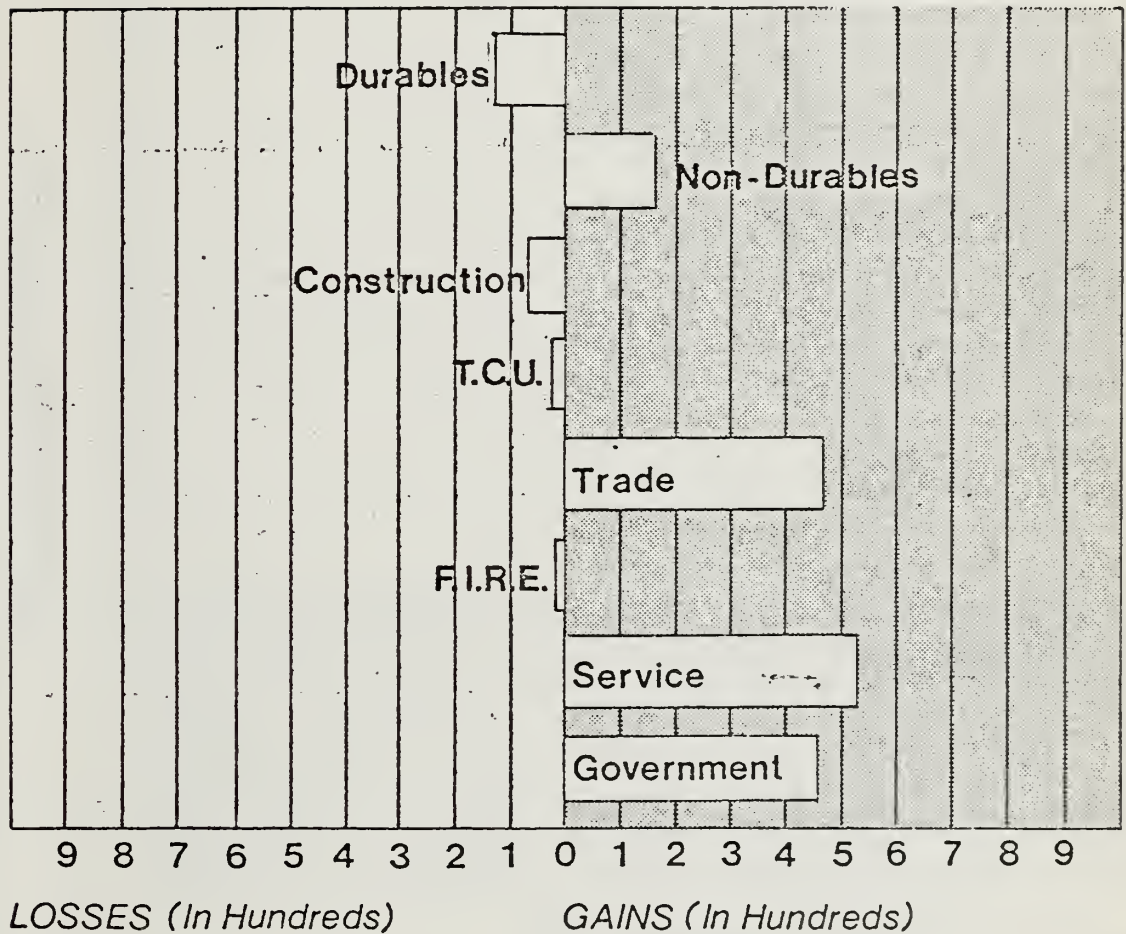


Within the government sector the local economy mirrors a national trend toward more state and local autonomy in government programs and policies affecting the local sector. Since 1972, when public employment stood at 7,300, a significant upswing has resulted in an overall growth of some 2,200 persons, with greatest increases at the local level. Further expansion in this sector is partially dependant upon the long-term future survival of the CETA Program and additional public works funding.

Changes in employment and unemployment do not provide a complete picture of the regional economy. The average length of the work week in manufacturing also serves as an important indicator. Average weekly hours show where there are short work weeks and where little overtime exists, with shorter work weeks generally indicating unused production capacity (refer to Graph 5).

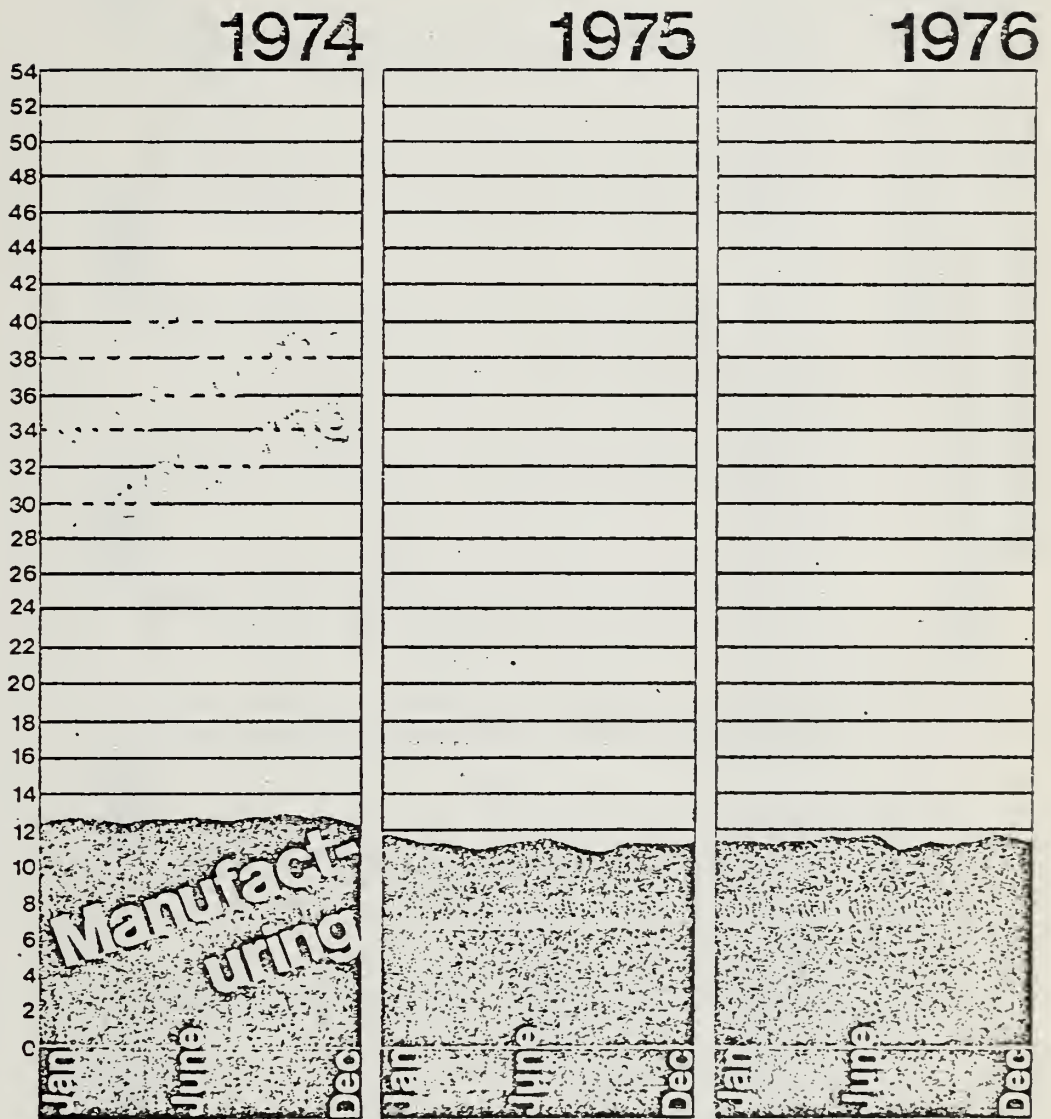
Once again, as evidenced by Graph 8 the average hourly earnings of production workers when compared to other major labor market areas and the Commonwealth did not fare well over the past three years. Coincidentally, the three lowest earnings areas within the Commonwealth are all located in the Southeast region of the state (New Bedford, Fall River, and Brockton). Until the industrial mix of this region is changed this situation will continue to prevail.

Employment Changes in the Brockton SMSA '75-'76 Annual Average



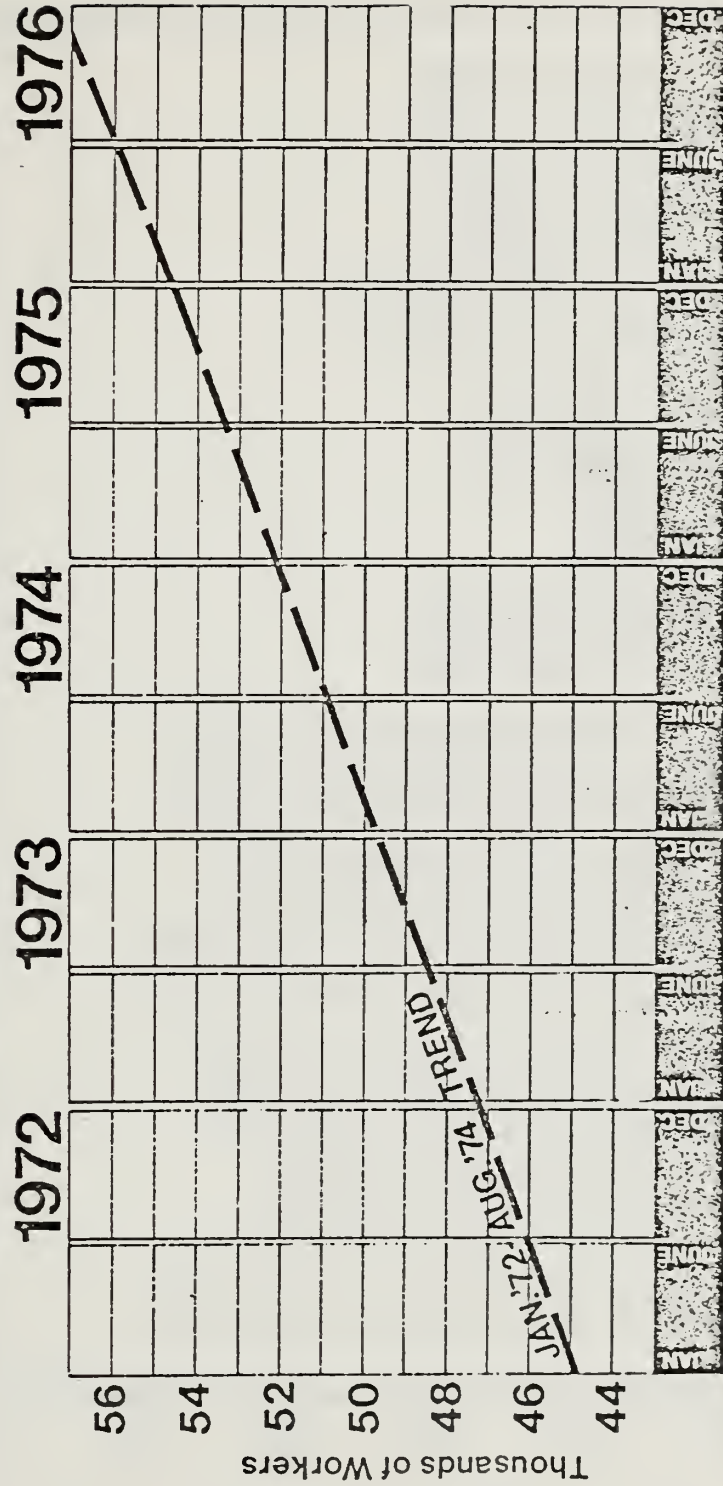
Source: Old Colony Planning Council

Thousands of Workers



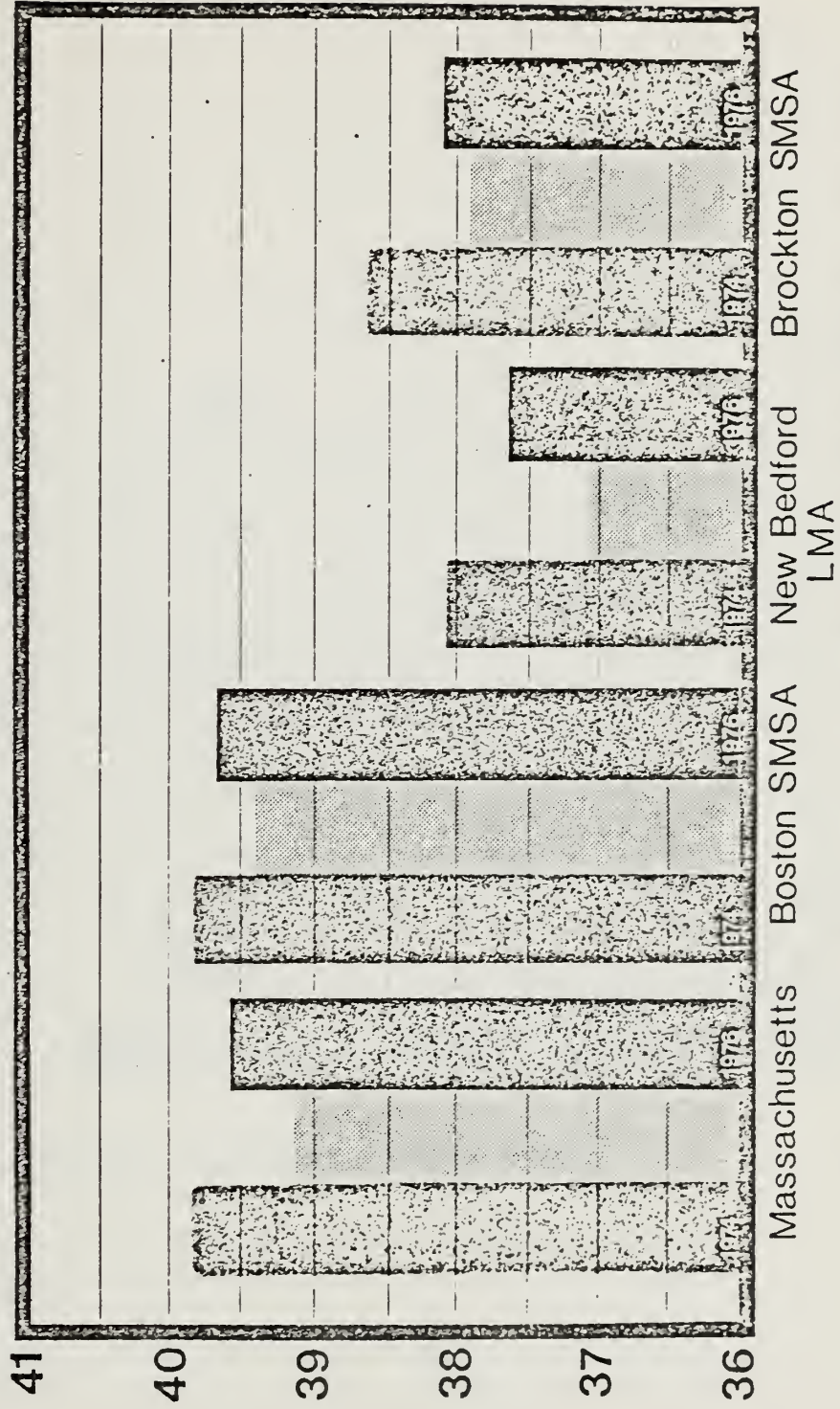
Employment in the Brockton SMSA, 1974-1976

SOURCE: OLD COLONY PLANNING COUNCIL



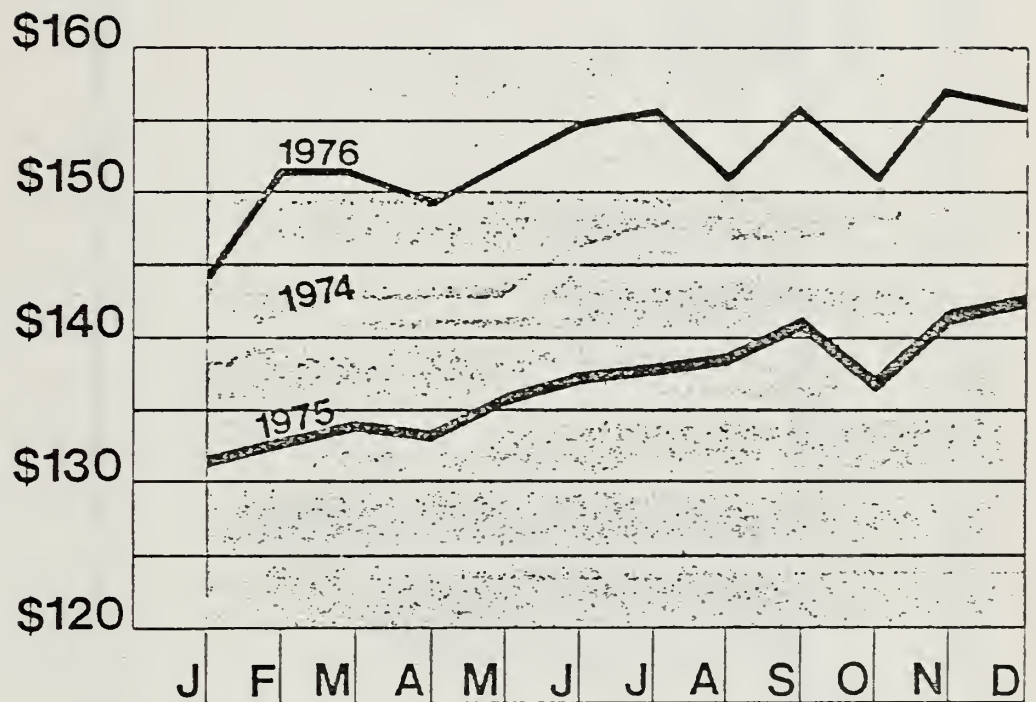
Source: Old Colony Planning Council

Brockton SMSA Non-Farm Wage or Salary Employment, 1972-1976



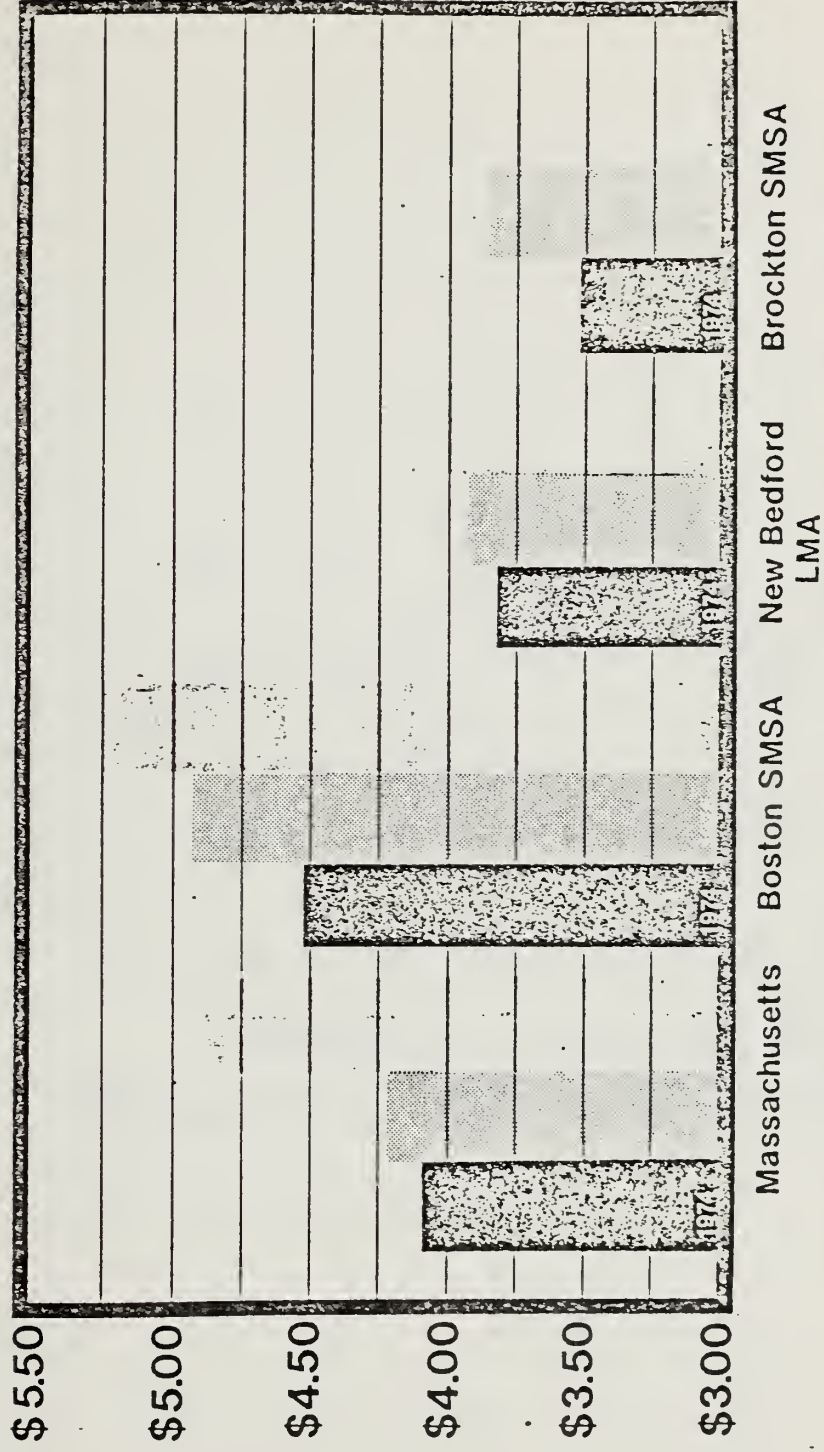
Weekly Hours in Mfg., 1974-1976

SOURCE: OLD COLONY PLANNING COUNCIL



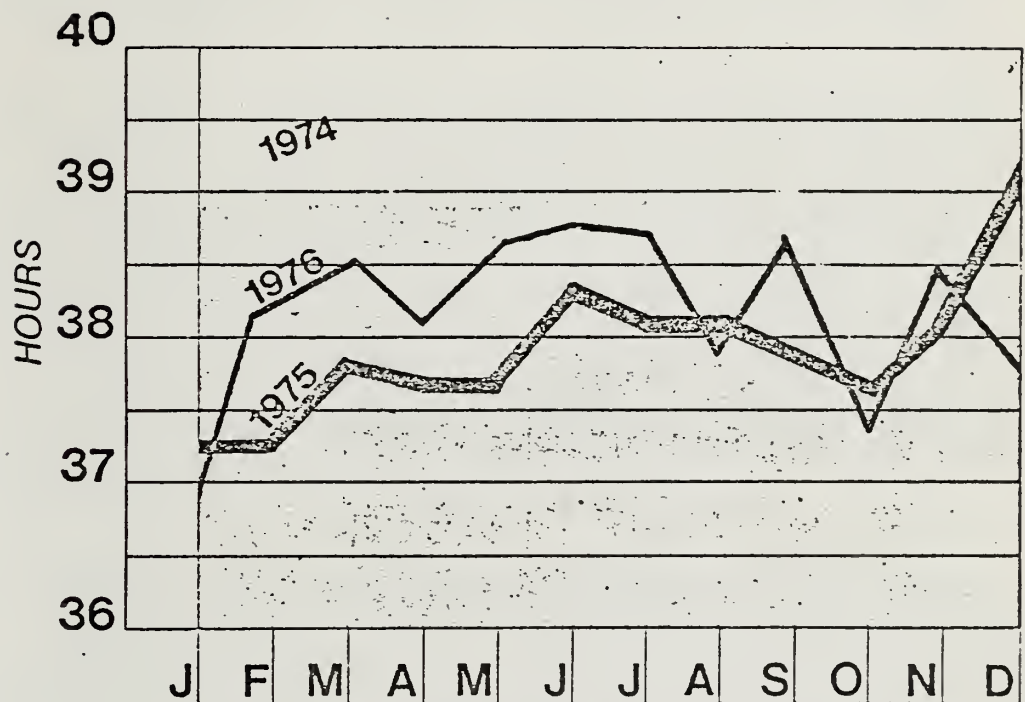
Weekly Earnings in Mfg., Brockton SMSA, 1974-1976

SOURCE: OLD COLONY PLANNING COUNCIL



Hourly Wages in Mfg., 1974-1976

SOURCE: OLD COLONY PLANNING COUNCIL



Weekly Hours in Mfg., Brockton SMSA, 1974-1976

SOURCE: OLD COLONY PLANNING COUNCIL

Industrial Projections to 1985

Industry employment projections to 1985 for the Brockton SMSA are shown in Table 6 . These projections were computed by regressing Brockton SMSA employment against state employment for the time period 1958 through 1974. Two main assumptions weigh heavily in the methodology: 1) industries in the Brockton SMSA will behave in a pattern similar to the state, and 2) there will be no major disruptions to the economy (e.g. war, natural disaster).

An employment increase of approximately 10 percent is anticipated over the 1974 - 1985 interval. By 1985 employment in the area should number about 61,400 (refer to footnote at the end of table 6). As has been the case in recent years, all this growth will occur in the nonmanufacturing sector as manufacturing jobrolls are predicted to decline over the 11 year period by approximately 4 percent. While durables should increase by 4 percent, nondurables are expected to decline by more than 12 percent. Because Brockton has a relatively large share of these industries, this sector will bear most of the brunt of future job losses (apparel, textile production -18 percent). Hopefully, if Brockton can attract some of the technologically intensive growth firms expected to emerge within the next few years, some of the declines within the soft goods industries can be absorbed by increases in the durable goods sector.

During the next decade, the nonmanufacturing sector is expected to continue the sustained growth rate experienced during the first half of this decade. As the population of the area grows and people's income rise, the local economy should become even more dependent on the nonmanufacturing sector. Significant expansion is expected in the services sector (+2,773) with overall growth in this segment anticipated to be 19.7 percent. Medical and health fields will account for a great deal of this growth. Long-term expansion will also be substantial in wholesale and retail trade (+16.4 percent) and finance, insurance and real estate (+23.8 percent) with smaller gains predicted in construction (+11 percent).

Employment Projections
Brockton SMSA
Total Employment By Industry 1/

Table 6

Industry Title	1974 Employment		Projected 1985 Emp.		Employment Change, 1974-1985		
	Number	Percent	Number	Percent	Entire Period	Percent	Average Annual
TOTAL, ALL INDUSTRY	55,722	100.00	61,445	100.00	5,723	10.27	520
AGRICULTURE, FORESTRY, FISHERIES	804	1.44	771	1.25	- 33	- 4.10	- 3
AGRICULTURE	785	1.41	751	1.22	- 34	- 4.33	- 3
Agricultural Production	544	0.98	455	0.74	- 89	- 16.36	- 8
Services, Exc Proticulture	102	0.18	124	0.20	22	21.57	2
Horticultural Services	139	0.25	172	0.28	33	23.74	3
CONSTRUCTION	3,331	5.98	3,700	6.02	369	11.08	34
General Building Contractors	555	1.00	656	1.07	101	18.20	9
Gen Contractors, Exc Bldg.	1,008	1.81	1,183	1.93	175	17.36	16
Special Trade Contractors	1,768	3.17	1,861	3.03	93	5.26	8
MANUFACTURING	13,316	23.90	12,725	20.71	- 591	- 4.44	- 54
DURABLE GOODS	6,302	11.31	6,587	10.72	285	4.52	26
ORDNANCE	226	0.41	238	0.39	12	5.31	1
LUMBER & WOOD PROD.	123	0.22	114	0.19	- 9	- 7.32	- 1
Misc., Wood Prod.	98	0.18	95	0.15	- 3	- 3.06	- 0
FURNITURE & FIXTURES	307	0.55	398	0.65	91	29.64	8
STONE, CLAY, GLASS PROD.	138	0.25	149	0.24	11	7.97	1
Cement, Concrete, Plaster	86	0.15	96	0.16	10	11.63	1
PRIMARY METAL INDUSTRIES	721	1.29	609	0.99	- 112	- 15.53	- 10
Other Primary Steel	650	1.17	548	0.89	- 102	- 15.69	- 9
FABRICATED METAL PROD.	724	1.30	810	1.32	86	11.88	8
Cutlery, Other Hardware	68	0.12	57	0.09	- 11	- 16.18	- 1
Fabricated Metal Prod.	272	0.45	368	0.63	116	42.65	11
Screw Machine Prod.	290	0.52	256	0.42	- 34	- 11.72	- 3
Misc. Fabricated Metal Prod.	82	0.15	96	0.16	14	17.07	1
MACHINERY, EXC ELECTRICAL	691	1.24	752	1.22	61	8.83	6
Metalworking Machinery	239	0.43	292	0.48	53	22.18	5
Machinery, nec	446	0.80	455	0.74	9	2.02	1
ELECTRICAL MACHINERY	1,335	2.40	1,338	2.18	3	0.22	0
Electrical Machinery, nec	1,253	2.25	1,258	2.05	5	0.40	0
TRANSPORTATION EQUIP	402	0.72	187	0.30	- 215	- 53.48	- 20
PROF, SCIENTIF INSTRUMENTS	1,142	2.05	1,473	2.40	331	28.98	30
Scientific Instruments	1,070	1.92	1,343	2.19	273	25.51	25
MISC MANUFACTURING	493	0.88	519	0.84	26	5.27	2
NONDURABLE GOODS	7,014	12.59	6,138	9.99	- 876	- 12.49	- 80
FOOD & KINDRED PROD.	758	1.36	689	1.12	- 69	- 9.10	- 6
Dairy Products	276	0.50	203	0.33	- 73	- 26.45	- 7
Canning & Preserving	151	0.27	189	0.31	38	25.17	3
Bakery Products	160	0.29	148	0.24	- 12	- 7.50	- 1
Confectionary Products	81	0.15	74	0.12	- 7	- 8.64	- 1
Beverage Industries	47	0.08	32	0.05	- 15	- 31.91	- 1
TEXTILE MILL PRODUCTS	614	1.10	665	1.08	51	8.31	5
Knitting Mills	586	1.05	642	1.04	56	9.56	5
APPAREL, TEXTILE PRODUCTS	1,195	2.14	975	1.59	- 220	- 18.41	- 20
Apparel & Accessories	1,132	2.03	926	1.51	- 206	- 18.20	- 19
Misc Fabricated Products	63	0.11	49	0.08	- 14	- 22.22	- 1
PAPER & ALLIED PRODUCTS	293	0.53	193	0.31	- 100	- 34.13	- 9
Pulp, Paper, Paperbd Mills	78	0.14	48	0.08	- 30	- 38.46	- 3
Paperbd Containers, Boxes	200	0.36	135	0.22	- 65	- 32.50	- 6

Employment Projections
Brockton SMSA
Total Employment By Industry
(Continued)

Table 6

Industry Title	1974 Employment		Projected 1985 Emp.		Employment Change, 1974-1985		
	Number	Percent	Number	Percent	Entire Period	Percent	Average Annual
PRINTING & PUBLISHING	691	1.24	758	1.23	67	9.70	6
Newspaper Publ., Printing	321	0.58	356	0.58	35	10.90	3
Print, Publish Exc News	370	0.66	402	0.65	32	8.65	3
RUBBER, MISC PLASTIC PROD.	1,000	1.79	1,021	1.66	21	2.10	2
Rubber Products	430	0.77	357	0.58	- 73	- 16.98	- 7
Misc Plastic Prod.	570	1.02	664	1.08	94	16.49	9
LEATHER PRODUCTS	2,432	1.36	1,803	2.93	- 629	- 25.86	- 57
Leather Tanning, Finishing	51	0.09	38	0.06	- 13	- 25.49	- 1
Footwear, Exc Rubber	2,288	4.11	1,656	2.70	- 632	- 27.62	- 57
All Other Leather Prod.	93	0.17	109	0.18	16	17.20	1
TRANSPORTATION, OTHER PUB UTI	4,514	8.10	4,634	7.54	120	2.66	11
TRANSPORTATION, TOTAL	1,710	3.07	1,861	3.03	151	8.83	14
LOCAL, INTERURBAN TRANSIT	611	1.10	653	1.06	42	6.87	4
Street Railways, Bus Line	554	0.99	580	0.94	26	4.69	2
Taxicab Service	57	0.10	73	0.12	16	28.07	1
TRUCKING & WAREHOUSING	1,043	1.87	1,151	1.87	108	10.35	10
Trucking Services	1,012	1.82	1,116	1.82	104	10.28	9
COMMUNICATIONS, UTIL, SANITA	2,804	5.03	2,773	4.51	- 31	- 1.11	- 3
COMMUNICATIONS	1,384	2.48	1,293	2.10	- 91	- 6.58	- 8
Telephone (Wire & Radio)	1,368	2.46	1,274	2.07	- 94	- 6.87	- 9
UTILITIES, SANITARY SERV	1,420	2.55	1,480	2.41	60	4.23	5
Electric Light & Power	338	0.61	343	0.56	5	1.48	0
Gas, Steam Supply Systems	732	1.31	750	1.22	18	2.46	2
Water Supply	133	0.24	145	0.24	12	9.02	1
Sanitary Services	217	0.39	242	0.39	25	11.52	2
WHOLESALE & RETAIL TRADE	15,111	27.12	17,596	28.64	2,485	16.44	226
WHOLESALE TRADE	2,494	4.48	2,856	4.65	362	14.51	33
WHOLESALE, EXC MISC WHOLESALE	1,699	3.05	1,934	3.15	235	13.83	21
Motor Vehicles & Equip	268	0.47	327	0.53	67	25.77	6
Drugs, Chemicals, Allied P	131	0.24	141	0.23	10	7.63	1
Dry Goods & Apparel	631	1.13	698	1.14	67	10.62	6
Food & Related Product	336	0.60	346	0.56	10	2.98	1
Electrical Goods	127	0.23	149	0.24	22	17.32	2
Hardware, Plumbing	115	0.21	139	0.23	24	20.87	2
Machinery Equip, Supplies	99	0.18	134	0.22	35	35.35	3
MISC WHOLESALE TRADE	795	1.43	922	1.50	127	15.97	12
Metals & Minerals, nec	82	0.15	94	0.15	12	14.63	1
Petroleum Products	86	0.15	100	0.16	14	16.28	1
Paper & Its Products	100	0.18	116	0.19	16	16.00	1
Lumber, Constr, Materials	83	0.15	97	0.16	14	16.87	1
Wholesale, nec	298	0.53	344	0.56	46	15.44	4
RETAIL TRADE	12,617	22.64	14,740	32.99	2,123	16.83	193
BUILDING MATERIALS	257	0.46	270	0.44	13	5.06	1
Lumber, Bldg., Material	180	0.32	187	0.30	7	3.89	1
Hardware & Farm Equip.	77	0.14	83	0.14	6	7.79	1
GENERAL MERCHANDISE, TOTAL	2,342	4.20	3,008	4.90	666	28.44	61
Department, Mail Order	1,561	2.80	2,144	3.49	583	37.35	53
Limited Price Stores	404	0.73	398	0.65	- 6	- 1.49	- 1
Direct Selling	214	0.38	287	0.47	73	34.11	7

Employment Projections
Brockton SMSA
Total Employment By Industry
(Continued)

Table 6

Industry	1974 Employment		Projected 1985 Emp.		Employment Change, 1974-1985		
	Number	Percent	Number	Percent	Entire Period	Percent	Average Annual
Misc Merchandise Stores	156	0.28	168	0.27	- 12	- 7.69	- 1
FOOD & DAIRY STORES	2,273	4.08	2,768	4.50	495	21.78	45
Grocery Stores	2,069	3.71	2,533	4.12	464	22.43	42
Retail Bakeries	53	0.10	34	0.06	- 19	-35.85	- 2
Food Stores, nec	84	0.15	118	0.19	34	40.48	3
AUTO DEALERS, GAS STATIONS	1,481	2.66	1,711	2.78	230	15.53	21
Motor Vehicles Dealers	627	1.13	720	1.17	93	14.83	8
Tire, Battery Accessory	108	0.19	123	0.20	15	13.89	1
Gas Service Stations	639	1.15	742	1.21	103	16.12	9
APPAREL & ACCESSORIES	760	1.36	841	1.37	81	10.66	7
Apparel Accessories Stores	566	1.02	662	1.08	96	16.96	9
Shoe Stores	194	0.35	179	0.29	- 15	- 7.73	- 1
FURNITURE & APPLIANCES	891	1.60	1,032	1.68	141	15.82	13
Home Furnishing Stores	644	1.16	707	1.15	63	9.78	6
Appliance, TV, Radio Store	247	0.44	325	0.53	78	31.58	7
EATING & DRINKING PLACE	2,868	5.15	3,210	5.22	342	11.92	31
MISC RETAIL TRADE STORES	1,745	3.13	1,900	3.09	155	8.88	14
Drug Stores	364	0.65	388	0.63	24	6.59	2
Liquor Stores	187	0.34	231	0.38	44	23.53	4
Jewelry Stores	89	0.16	86	0.14	- 3	- 3.37	- 0
Fuel & Ice Dealers	269	0.48	255	0.42	- 14	- 5.20	- 1
Retail Florists	108	0.19	94	0.15	- 14	-12.96	- 1
Misc Retail Trade Stores	702	1.26	813	1.32	111	15.81	10
FINANCE, INSURANCE, REAL ESTATE	1,846	3.31	2,286	3.72	440	23.84	40
FINANCE, TOTAL	778	1.40	973	1.59	200	25.71	18
Banking	671	1.20	860	1.40	189	28.17	17
Credit Agencies	91	0.16	99	0.16	8	8.79	1
INSURANCE	765	1.37	990	1.61	225	29.41	20
REAL ESTATE, RE LAW INSUR	303	0.54	318	0.52	15	4.95	1
SERVICES, TOTAL	14,075	25.26	16,848	27.42	2,773	19.70	252
HOTELS & LODGING PLACES	244	0.44	289	0.47	45	18.44	4
Hotels & Motels	214	0.38	243	0.40	29	13.55	3
OTHER PERSONAL SERVICES	866	1.55	770	1.25	- 96	-11.09	- 9
Laundry, Cleaning	264	0.47	196	0.32	- 68	-25.76	- 6
Beauty Shops	336	0.60	362	0.59	26	7.74	2
Barber Shops	132	0.24	76	0.12	- 56	-42.42	- 5
Other Personal Services	105	0.19	117	0.19	12	11.43	1
MISC BUSINESS SERVICES	626	1.12	642	1.04	16	2.56	1
SERVICES BUILDINGS	95	0.17	99	0.16	4	4.21	0
OTHER MISC SERVICES	330	0.59	318	0.52	- 12	- 3.64	- 1
AUTO REPAIR SERVICES	237	0.60	336	0.55	- 1	- 0.30	- 0
Auto Repair	282	0.51	280	0.46	- 2	- 0.71	- 0
Auto Services, Exc Repair	55	0.10	56	0.09	1	1.82	0

Employment Projections
 Brockton SMSA
 Total Employment By Industry
 (Continued)

Table 6

Industry	1974 Employment		Projected 1985 Emp.		Employment Change, 1974-1985		
	Number	Percent	Number	Percent	Entire Period	Percent	Average Annual
OTHER REPAIR SERVICES	228	0.41	231	0.38	3	1.32	0
Electrical Repair Shop	79	0.14	79	0.13	0	0	0
MOTION PICTURES, THEATERS	149	0.27	152	0.25	3	2.01	0
MISC ENTERTAINMENT	231	0.41	241	0.39	10	4.33	1
Misc Entertainment	180	0.32	188	0.31	8	4.44	1
MEDICAL, OTHER HEALTH	5,665	10.17	7,664	12.47	1,999	35.29	182
Offices of Physicians	382	0.69	489	0.80	107	28.01	10
Offices of Dentists	247	0.44	355	0.58	108	43.72	10
Hospitals	3,394	6.09	4,320	7.03	926	27.28	84
Convalescent Institution	1,103	1.98	1,701	2.77	598	54.22	54
Health Practitioner, nec	121	0.22	182	0.30	61	50.41	6
Health Services, nec	416	0.75	612	1.00	196	47.12	18
LEGAL SERVICES	346	0.62	331	0.54	- 15	- 4.34	- 1
EDUCATIONAL SERVICES	3,963	7.11	4,755	7.74	792	19.98	72
Elementary, Secondary	2,815	5.05	3,330	5.42	515	18.29	47
College & Universitie	955	1.71	1,209	1.97	254	26.60	23
Libraries	108	0.19	127	0.21	19	17.59	2
Educational Services, nec	85	0.15	89	0.14	4	4.71	0
MOSEUMS, ART GALLERIES, ZOO	79	0.14	92	0.15	13	16.46	1
NONPROFIT ORGANIZATIONS	669	1.20	734	1.19	65	9.72	6
Religious Organizations	233	0.42	260	0.42	27	11.59	2
Welfare Services	241	0.43	261	0.42	20	8.30	2
Nonprofit Membership	172	0.31	188	0.31	16	9.30	1
PRIVATE HOUSEHOLDS	316	0.57	245	0.40	- 71	- 22.47	- 6
OTHER PROF, RELATED SERVICES	437	0.78	445	0.72	8	1.83	1
Eng & Arch Services	108	0.19	102	0.17	- 6	- 5.56	- 1
Accounting, Auditing	216	0.39	221	0.36	5	2.31	0
Misc Prof Services	113	0.20	122	0.20	9	7.96	1
GOVERNMENT TOTAL	2,725	4.89	2,885	4.70	160	5.87	15
FEDERAL PUBLIC ADMIN	742	1.33	740	1.20	- 2	- 0.27	- 0
Postal Services	512	0.92	490	0.80	- 22	- 4.30	- 2
Other Public Admin	230	0.41	250	0.41	20	8.70	2
STATE PUBLIC ADMIN	595	1.07	628	1.02	33	5.55	3
LOCAL PUBLIC ADMIN	1,388	2.49	1,517	2.47	129	9.29	12

1/ These figures are not comparable with nonagricultural wage and salary employment totals because they are adjusted for dual job holder, unpaid absence, all other nonagricultural employment, and agricultural employment. They are not comparable with total employment because they are not adjusted for place of residence.

IV. Employment Developments and Outlook by Occupation

An occupational breakdown of unfilled job orders for the Southeastern Region* during December 1975, July and December, 1976 is shown in Table 7. Totals show the number of unfilled job openings in December 1976 (958) to be slightly higher than the 913 openings recorded twelve months earlier. Service occupations accounted for the largest percentage of unfilled job orders over the year. Within this occupational category, job openings appeared most frequently in the protective services field, specifically guard and related work and miscellaneous personal services. The number of job openings increased greatly throughout the first half of 1976 in services rising from 144 in December 1975 to 523 in June, 1976, however, August to December evidenced an overall seasonal drop of approximately 300 jobs.

Benchwork occupations also accounted for a large number of job openings, where those jobs most in demand included fabrication of textiles and leather products, more specifically garment and nongarment machine sewing. Historically these occupations have been extremely difficult to fill and the upsurge in employment in the soft goods sector has increased the demand for these particular skills.

A slight but essentially steady decline throughout 1976 characterized the clerical and sales occupations where jobs involving stenography, typing and filing, computing and account recording and sales agents accounted for the largest demand.

Wholesale and retail trade management as well as the medical and health fields were heavily responsible for the increased demand characterizing professional, technical and managerial positions throughout 1976. Although the number of machine trades openings increased steadily for the first eight months of 1976, they fell sharply thereafter and by year's end only 82 openings appeared within this category. The majority of those openings listed appeared in metal machining and metalworking occupations.

*It should be noted that this data applies to the entire Southeast Region as a whole, however, particular figures for the Brockton office area alone are specifically broken out at a later point within the report.

Occupational Projections to 1985

Employment by occupation for the Brockton SMSA for 1974 and projections for 1985 are presented in Table 8 . A 1970 occupational matrix was derived largely from balance of state, Massachusetts (State minus Boston, Springfield, and Worcester SMSA'S) 1970 census figures. Updated national occupational change factor for 1970 to 1974 and 1974 to 1985 were utilized in updating the local matrix and these percentages were then applied to 1974 industry totals and 1985 projections to derive an uncontrolled occupational estimate. Finally, major occupational group figures were controlled to provide estimates comparable with 1974 and projected 1985 employment totals. These employment totals, however, are not adjusted to the place of residence concept (Refer to footnote at the end of Table 8).

During 1974, the largest employment by occupation occurred with operatives (10,811) followed by clerical workers (9,185), craftsmen (7,963) and professional and technical (6,089). In descending order were service workers (6,327), managers and administrators (5,031), sales workers (3,377), laborers (2,242) and private household and agricultural workers.

Growth in the professional, technical and kindred division will be substantial over the 1974-1985 period. Demand is expected to be particularly strong for medical and health workers (health technologists and technicians +56.1 percent) (medical workers, exc. tech. +25.3 percent), computer specialists and electrical and industrial technicians. Growth in the engineering occupations should continue to rebound from the downturn it suffered during 1971-1972. Although some areas within the teaching profession will increase over the eleven year period (preschool, kindergarten +5.0 percent), in general, demand will be outpaced by a plethora of qualified applicants (teachers -4.2 percent). However, a recent national survey found that the teacher supply was least adequate in mathematics, natural and physical sciences, industrial arts, special education and some vocational technical subjects.

Corresponding to state and national trends, the clerical division is expected to be the fastest growing group in the span of years from 1974-1985 (+19.4 percent). New openings look promising for skilled secretaries (medical +41.9 percent) and stenographers (+19.4 percent). The expansion of large and complex organizations will be accompanied by increased paper work, while routine clerical work may be reduced through increased use of computers or other business machines. However, many clerical workers, especially secretaries, receptionists and others dealing with the public will not be greatly affected by automation.

Table 7

Unfilled Job Openings
Last Day Each Month-Southeast Region
December 1975, June, December 1976

DOT Code	Occupations	December	June	December
	Total	915	1,823	958
00-01	Professional, Technical			
	Managerial	146	251	295
07	Medicine & Health	(49)	(68)	(82)
18	Managers & Officials NEC	(55)	(48)	(56)
20-29	Clerical, Sales Work	230	187	143
20	Stenography, Typing & Filing	(31)	(51)	(31)
21	Computing & Account Recording	(28)	(35)	(19)
25	Sales Agent, Services	(67)	(56)	(38)
30-38	Services	144	523	216
31	Food & Beverage Preparation	(30)	(49)	(25)
37	Protective Services	(22)	(215)	(31)
38	Building & Related	(11)	(22)	(5)
40-46	Farming, Fishing & Forestry	--	14	22
50-59	Processing	8	20	16
60-69	Machine Trade	72	157	82
60	Metal Machining	(26)	(69)	(21)
62,63	Mechanics & Machinery Repair	(22)	(12)	(31)
70-79	Benchwork	236	479	130
78	Fabrication of Textile & Leather	(189)	(400)	(108)
786	Machine Sewing, Garment	(46)	(170)	(39)
787	Machine Sewing, Nongarment	(121)	(211)	(66)
80-89	Structural Work	6	139	36
90-99	Miscellaneous Work	25	53	18
91	Transportation Occupation, NEC	(7)	(1)	(3)
92	Packaging & Material Handling	(7)	(41)	(8)

The second fastest growing occupational area is expected to be services (+15.0 percent). A rising demand for hospital and other medical care (health service workers +47.1 percent), (practical nurses +65.4 percent), (nurses aides, orderlies +41.7 percent) and the more frequent use of restaurants, beauty salons and other services will generate an increased need for service workers as income levels rise. Moreover, a sizeable replacement demand (refer to Table 9) will boost the need for workers in these fields.

Crafts workers, numbering about 9,310 in 1974 are expected to show moderate gains over the next eleven years. Occupations which are expected to contribute heavily to the growth factor in this division are plumbers, roofers and slaters, structural metal crafts workers and air conditioning mechanics. However, technological improvement and less than normal construction activity will temper growth in the craft field.

Among the remaining divisions, operatives, the occupation most closely allied to the factory sector, will realize a 0.2 percent job loss by 1985. One group among which attritions will be severely endured is stitchers (-12.8 percent) as the dampening of demand for semi-skilled and other operatives in textile and other factory activities will significantly reduce the need for such workers. Farmers and farm workers should show by far the most severe contraction in employment (-34 percent by 1985.)

Among the broad occupational groups the white-collar and service workers have grown the most rapidly. This trend is expected to continue in the future with a faster than average growth of white-collar and service workers, a slower-than-average growth of blue collar jobs and a further decline of farm workers.

While 1974 to 1985 occupational trends indicate the projected growth patterns of each occupational component, a vital consideration for job planners is the number of openings due to labor force separations. To determine total demand by occupations during the 1974-1985 span of years, replacement needs expected as a result of deaths, retirement and other separations, from the labor force (refer to Table 9) must be added to growth estimates. Separation rates for each occupation in Massachusetts were developed by the Bureau of Labor Statistics based on the Decennial Census, National Working Life Tables, expected changes in mortality rates and projected labor force participation rates. Applying the separation rate to the 1977 employment estimate produced annual replacement needs to 1985, and of course, adding the replacement need to the demand due to growth gives total demand for each occupational category. The eleven year growth component will amount to approximately 547 while almost five times this number will be needed as replacement (2,355). On the average, therefore approximately 2,900 additional

workers will be required each year during the eleven-year span. Unfortunately, female labor force separation rates were based upon 1960 national data rather than 1970, since 1970 information was not available at the time. The 1960 female separation rates were of a greater magnitude than those rates presently being experienced, especially in the 20 to 29 year old age group. Replacement demand was therefore overstated, especially in occupations dominated by women and most significantly in occupations dominated by younger women.

Employment Projections
Brockton SMSA
Employment Change By Occupation 1/

Table 8

Occupational Title	1974 Employment		Projected 1985 Emp.		Employment Change, 1974-1985		
	Number	Percent	Number	Percent	Entire Period	Percent	Average Annual
Total, All Occupations	55,708	100.00	61,725	100.00	6,017	10.80	547
PROFESSIONAL, TECHNICAL, KINDRED	6,594	11.84	7,653	12.40	1,059	16.06	96
ENGINEERS, TECHNICAL	739	1.33	833	1.35	94	12.72	9
Engineers, Chemical	10	0.02	10	0.02	0	0	0
Engineers, Civil	134	0.24	156	0.25	22	16.42	2
Engineers, Electrical	203	0.36	225	0.36	22	10.84	2
Engineers, Industrial	146	0.26	164	0.27	18	12.33	2
Engineers, Mechanical	164	0.29	188	0.30	24	14.63	2
Engineers, Sales	24	0.04	25	0.04	1	4.17	0
Engineers, Other	53	0.10	59	0.10	6	11.32	1
LIFE & PHYSICAL SCIENTISTS	70	0.13	80	0.13	10	14.29	1
Chemists	58	0.10	66	0.11	8	13.79	1
ENGINEERS, SCIENCE TECHNICIANS	608	1.09	741	1.20	133	21.88	12
Drafters	279	0.50	336	0.54	57	20.43	5
Electrical, Electronic Tech.	171	0.31	207	0.34	36	21.05	3
Industrial Engineering Tech.	18	0.03	21	0.03	3	16.67	0
Surveyors	32	0.06	39	0.06	7	21.88	1
Engineering, Science Tech, nec	88	0.16	108	0.17	18	20.45	2
MEDICAL WORKERS, EXC TECH.	1,109	1.99	1,389	2.25	280	25.25	25
Dentists	49	0.09	69	0.11	20	40.82	2
Pharmacists	108	0.19	118	0.19	10	9.26	1
Physicians, MD Osteopaths	107	0.19	143	0.23	36	33.64	3
Registered Nurses	729	1.31	886	1.44	157	21.54	14
Therapists	83	0.15	136	0.22	53	63.86	5
HEALTH TECHNICOL & TECH.	269	0.48	420	0.68	151	56.13	14
Clinical Lab Technol, Tech.	110	0.20	132	0.21	22	20.00	2
Dental Hygienists	32	0.06	88	0.14	56	175.00	5
Radiologic Technol, Tech.	53	0.10	66	0.11	13	24.53	1
Other Health Technol, Tech.	44	0.08	75	0.12	31	70.45	3
TECHNICIANS, EXC HEALTH	71	0.13	106	0.17	35	49.30	3
COMPUTER SPECIALISTS	180	0.32	227	0.37	47	26.11	4
Computer Programers	104	0.19	128	0.21	24	23.08	2
Computer Systems Analysts	61	0.11	84	0.14	23	37.70	2
Other Computer Specialists	15	0.03	15	0.02	0	0	0
SOCIAL SCIENTISTS	60	0.11	78	0.13	18	30.00	2
Economists	20	0.04	27	0.04	7	35.00	1
Psychologists	40	0.07	51	0.08	11	27.50	1
TEACHERS	1,515	2.72	1,451	2.35	- 64	- 4.22	- 6
College & University Teachers	160	0.29	139	0.23	- 21	-13.12	- 2
Elementary School Teachers	500	0.90	520	0.84	20	4.00	2
Preschool, Kindergarten	99	0.18	104	0.17	5	5.05	0
Secondary School Teachers	583	1.05	494	0.80	- 89	-15.27	- 8
Teachers nec, Exc Coll. Univer.	142	0.25	157	0.25	15	10.56	1
WRITERS, ARTISTS, ENTERTAINERS	534	0.96	679	1.10	145	27.15	13
Designers	167	0.30	204	0.33	37	22.16	3
Editors & Reporters	73	0.13	98	0.16	25	34.25	2
Painters & Sculptors	63	0.11	80	0.13	17	26.98	2
Photographers	53	0.10	63	0.10	10	18.87	1
Public Relations Specialist	42	0.08	56	0.09	14	33.33	1
Writers, Artists, Enter., nec	38	0.07	62	0.10	24	63.16	2

Employment Projections
Brockton SMSA
Employment Change By Occupation
(Continued)

Table 8

Occupational Title	1974 Employment		Projected 1985 Emp.		Employment Change, 1974-1985		
	Number	Percent	Number	Percent	Entire Period	Percent	Average Annual
OTHER PROFESSIONAL, TECHNICAL	1,416	2.54	1,619	2.62	203	14.34	18
Accountants	577	1.04	598	0.97	21	3.64	2
Architects	27	0.05	33	0.05	6	22.22	1
Clergy	112	0.20	125	0.20	13	11.61	1
Religious, Exc Clergy	20	0.04	24	0.04	4	20.00	0
Lawyers	129	0.23	127	0.21	- 2	- 1.55	- 0
Librarians	76	0.14	83	0.13	7	9.21	1
Operations, Systems Research	67	0.12	122	0.20	55	82.09	5
Personnel Labor Relations	122	0.22	139	0.23	17	13.93	2
Research Workers, nec	20	0.04	33	0.05	13	65.00	1
Recreation Workers	80	0.14	98	0.16	18	22.50	2
Social Workers	111	0.20	122	0.20	11	9.91	1
Vocational, Ed. Counselors	59	0.11	95	0.15	36	61.02	3
MANAGERS, OFFICIALS, PROPRIETORS	5,866	10.53	6,806	11.03	940	16.02	85
BUYERS, SALES, LOAN MANAGERS	1,166	2.09	1,571	2.55	405	34.73	37
Bank, Financial Managers	260	0.47	342	0.55	82	31.54	7
Credit Managers	48	0.09	68	0.11	20	41.67	2
Buyers, Wholesale, Retail	121	0.22	180	0.29	59	48.76	5
Purchasing Agents, Buyers, nec	93	0.17	118	0.19	25	26.88	2
Sales Manager, Retail Trade	425	0.76	592	0.96	167	39.29	15
Sales Manager, Exc Ret., Trade	214	0.38	264	0.43	50	23.36	5
ADMINISTRATORS, PUB. INSPECTORS	517	0.93	625	1.01	108	20.89	10
Health Administrators	148	0.27	196	0.32	48	32.43	4
Inspectors, Exc Construct Pub.	60	0.11	72	0.12	12	20.00	1
Officials, Admins., Pub.	155	0.28	161	0.20	6	3.87	1
Postmasters & Mail Super	18	0.03	14	0.02	- 4	- 22.22	- 0
School Admin., College	45	0.08	71	0.12	26	57.78	2
School Admin., Elem., Second.	78	0.14	97	0.16	19	24.36	2
OTHER MANAGERS OFF., PROPS.	4,183	7.51	4,610	7.47	427	10.21	39
Funeral Directors	28	0.05	28	0.05	0	0	0
Mrs., Superintendent, Bldg.	28	0.05	35	0.06	7	25.00	1
Office Managers, nec	214	0.38	272	0.44	58	27.10	5
Officials Of Lodges, Unions	31	0.06	32	0.05	1	3.23	0
Railroad Conductors	22	0.04	43	0.07	21	95.45	2
Restaurant, Cafe, Bar Mgrs.	465	0.83	440	0.71	- 25	- 5.38	- 2
Other Mgrs., Administrators	3,395	6.09	3,760	6.09	365	10.75	33
SALES WORKERS	3,680	6.61	4,354	7.05	674	18.32	61
Adver., Agents, Sales Works	36	0.06	49	0.08	13	36.11	1
Demonstrators	27	0.05	39	0.06	12	44.44	1
Hucksters & Peddlers	101	0.18	130	0.21	29	28.71	3
Insurance Agents, Brokers, etc	409	0.73	516	0.84	107	26.16	10
Newspaper Carrier & Vendor	40	0.07	37	0.06	- 3	- 7.50	- 0
Real Estate Agents, Brokers	159	0.29	164	0.27	5	3.14	0
Stock & Bond Sales Agents	49	0.09	45	0.07	- 4	- 8.16	- 0
Sales & Sales Workers, nec	2,859	5.13	3,374	5.47	515	18.01	47

Employment Projections
Brockton SMSA
Employment Change By Occupation
(Continued)

Table 8

Occupational Title	1974 Employment		Projected 1985 Emp.		Employment Change, 1974-1985		
	Number	Percent	Number	Percent	Entire Period	Percent	Average Annual
CLERICAL WORKERS	9,835	17.65	11,744	19.03	1,909	19.41	174
STENOGRAPHERS, TYPISTS, SECRE.	2,659	4.77	3,403	5.51	744	27.98	68
Secretaries, Legal	104	0.19	117	0.19	13	12.50	1
Secretaries, Medical	74	0.13	105	0.17	31	41.89	3
Secretaries, Other	1,798	3.23	2,404	3.89	606	33.70	55
Stenographers	39	0.07	24	0.04	- 15	- 38.46	- 1
Typists	644	1.16	753	1.22	109	16.93	10
OFFICE MACHINE OPERATORS	527	0.95	479	0.78	- 48	- 9.11	- 4
Bookkeeping, Billing Operators	39	0.07	32	0.05	- 7	- 17.95	- 1
Calculating Machine Operators	19	0.03	13	0.02	- 6	- 31.58	- 1
Computer, Peripheral Equip.	133	0.24	166	0.27	33	24.81	3
Key punch Operators	251	0.45	171	0.28	- 80	- 31.87	- 7
Other Office Mach., Operators	76	0.14	84	0.14	8	10.53	1
OTHER CLERICAL WORKERS	6,649	11.94	7,862	12.74	1,213	18.24	110
Bank Tellers	206	0.37	247	0.40	41	19.90	4
Billing Clerks	92	0.17	145	0.23	53	57.61	5
Bookkeepers	1,270	2.28	1,312	2.13	42	3.31	4
Cashiers	808	1.45	928	1.50	120	14.85	11
Clerical Supervisors, nec	146	0.26	177	0.29	31	21.23	3
Collectors, Bill & Account	25	0.04	25	0.04	0	0	0
Counter Clerks, Exc Food	229	0.41	278	0.45	49	21.40	4
Dispatches, Starter, Vehicle	35	0.06	44	0.07	9	25.71	1
Enumerators & Interviewers	19	0.03	15	0.02	- 4	- 21.05	- 0
Estimators, Investigators, nec	231	0.41	262	0.42	31	13.42	3
Expeditors, Prod., Controllers	113	0.20	141	0.23	28	24.78	3
File Clerks	158	0.28	167	0.27	9	5.70	1
Insurance Adjust, Examiners	169	0.30	244	0.36	55	32.54	5
Library Attendants, Assistant	99	0.18	115	0.19	16	16.16	1
Mail Carriers, Post Office	192	0.34	181	0.29	- 11	- 5.73	- 1
Mail Handler, Exc Post Office	82	0.15	118	0.19	36	43.90	3
Messengers & Office Helpers	20	0.04	24	0.04	4	20.00	0
Meter Readers, Utilities	45	0.08	40	0.06	- 5	- 11.11	- 0
Payroll, Time Keeping Clerks	94	0.17	103	0.17	9	9.57	1
Postal Clerks	221	0.40	209	0.34	- 12	- 5.43	- 1
Proofreaders	20	0.04	26	0.04	6	30.00	1
Real Estate Appraisers	27	0.05	31	0.05	4	14.81	0
Receptionists	166	0.30	203	0.33	37	22.29	3
Shipping, Receiving Clerks	472	0.85	551	0.89	79	16.74	7
Statistical Clerks	128	0.23	139	0.23	11	8.59	1
Stock Clerks, Store Keepers	281	0.50	350	0.57	69	24.56	6
Teachers Aides, Exc Monitors	78	0.14	135	0.22	57	73.08	5
Telephone Operators	335	0.60	271	0.44	- 64	- 19.10	- 6
Ticket Station, Express Agents	61	0.11	62	0.10	1	1.64	0
Weighers	13	0.02	16	0.03	3	23.08	0
Misc. Clerical Workers, nec	811	1.46	1,323	2.14	512	63.13	47

Employment Projections
Brockton SMSA
Employment Change By Occupation
(Continued)

Table 8

Occupational Title	1974 Employment		Projected 1985 Emp.		Employment Change, 1974-1985		
	Number	Percent	Number	Percent	Entire Period	Percent	Average Annual
CRATFS & KINDRED WORKERS	9,310	16.71	9,486	15.37	176	1.89	16
CONSTRUCTION CRAFTS WORKERS	2,348	4.21	2,618	4.24	270	11.50	25
Carpenters & Apprentices	771	1.38	830	1.34	59	7.65	5
Brick & Stonemasons & Appr.	77	0.14	84	0.14	7	9.09	1
Bulldozer Operators	33	0.06	46	0.07	13	39.39	1
Electricians & Apprentices	446	0.80	493	0.80	47	10.54	4
Excavat. Grading, Mach. Opr.	106	0.19	143	0.23	37	34.91	3
Flr. Layers, Exc Tile Setters	14	0.03	14	0.02	0	0	0
Painters & Apprentices	289	0.52	284	0.46	- 5	- 1.73	- 0
Plumbers, Pipefitters & Appr.	375	0.67	449	0.73	74	19.73	7
Roofer & Slaters	89	0.16	116	0.19	27	30.34	2
Structural Metal Craft Workers	67	0.12	85	0.14	18	26.87	2
Titlesetters	56	0.10	48	0.08	- 8	-14.29	- 1
BLUE COLLAR WORKER SUPV., nec	1,173	2.11	1,305	2.11	132	11.25	12
METALWORKING CRAFT WKRS EXC NEC	945	1.70	954	1.55	9	0.95	1
Boilermakers	19	0.03	29	0.05	10	52.63	1
Force & Hammer Operators	10	0.02	11	0.02	1	10.00	0
Job & Die Setters, Metal	26	0.05	29	0.05	3	11.54	0
Machinists & Apprentices	403	0.72	399	0.65	- 4	- 0.99	- 0
Millwrights	29	0.05	26	0.04	- 3	-10.34	- 0
Molders, Metal & Apprentices	91	0.16	82	0.13	- 9	- 9.89	- 1
Pattern & Model Makers	45	0.08	29	0.05	- 16	-35.56	- 1
Sheetmetal Workers & Appr.	197	0.35	208	0.34	11	5.58	1
Tool & Die Makers & Appr.	111	0.20	127	0.21	16	14.41	1
MECHANICS, REPAIRERS, INST.	2,035	3.65	2,432	3.94	397	19.51	36
Air Cond, Heat, Refrig Mech.	246	0.44	328	0.53	82	33.33	7
Aircraft Mechanics	40	0.07	30	0.05	- 10	-25.00	- 1
Auto Body Repairers	130	0.23	121	0.20	- 9	- 6.92	- 1
Auto Mechanics & Appr.	625	1.12	733	1.19	108	17.28	10
Data Process. Mach Reprs.	57	1.10	93	0.15	38	63.16	3
Farm Implement Mechanics	13	0.02	24	0.04	11	84.62	1
Hvy. Equip. Mech, Incl Diesel	375	0.67	425	0.69	50	13.33	5
Household Appl., Mechanics	143	0.26	157	0.25	14	9.79	1
Office Mach., Repairers	52	0.09	91	0.15	39	75.00	4
Radio Tele., Repairers	148	0.27	215	0.35	67	45.27	6
Railroad, Car Shop Repairers	16	0.03	27	0.04	11	68.75	1
Other Mechanics & Appr.	186	0.33	181	0.29	- 5	- 2.69	- 0
PRINTING TRACE CRAFTS WORKERS	369	0.66	378	0.61	9	2.44	1
Bookbinders	17	0.03	18	0.03	1	5.88	0
Compositors & Typesetters	169	0.30	149	0.24	- 20	-11.83	- 2
Photoengravers, Lithographers	34	0.06	39	0.06	5	14.71	0
Printn Press Opers & Appren.	142	0.25	168	0.27	26	18.31	2
TRANSPORTATION, PUB UTIL CRAFT	439	0.79	411	0.67	- 28	- 6.38	- 3
Elec. Pwr Line Inst., Reprs.	72	0.13	74	0.12	2	2.78	0
Power Station Operators	18	0.03	15	0.02	- 3	-16.67	- 0
Tele. Installers, Repairers	305	0.55	289	0.47	- 16	- 5.25	- 1
Tele. Line Instalr, Splicer	44	0.08	33	0.05	- 11	-25.00	- 1

Employment Projections
Brockton SMSA
Employment Change By Occupation
(Continued)

Table 8

Occupational Title	1974 Employment		Projected 1985 Emp.		Employment Change, 1974-1985		
	Number	Percent	Number	Percent	Entire Period	Percent	Average Annual
OTHER CRAFTS, KINDRED WORKERS	2,001	3.59	1,388	2.25	- 613	- 30.63	- 56
Bakers	121	0.22	112	0.18	- 9	- 7.44	- 1
Cabinetmakers	73	0.13	73	0.12	0	0	0
Carpet Installers	55	0.10	64	0.10	9	16.36	1
Crane, Derrick, & Hist Opr.	79	0.14	86	0.14	7	8.86	1
Decorators, Window Dressers	44	0.08	47	0.08	3	6.82	0
Dental Laboratory Tech.	33	0.06	26	0.04	- 7	- 21.21	- 1
Glaziers	47	0.08	70	0.11	23	48.94	2
Inspectors, Other	54	0.10	60	0.10	6	11.11	1
Jewelers & Watchmakers	22	0.04	23	0.04	1	4.55	0
Opticians, Lens, Grindr, Pol.	52	0.10	100	0.16	47	88.68	4
Piano, Organ Tuners, Repairers	11	0.02	14	0.02	3	27.27	0
Shipfitters	974	1.75	373	0.60	- 601	- 61.70	- 55
Shoe Repairs	63	0.11	30	0.05	- 33	- 52.38	- 3
Stationary Engineers	118	0.21	112	0.18	- 6	- 5.08	- 1
Tailors	42	0.08	34	0.06	- 8	- 19.05	- 1
Upholsterers	22	0.04	25	0.04	3	13.64	0
Crafts, Kindred Workers, nec	174	0.31	124	0.20	- 50	- 28.74	- 5
OPERATIVES	10,195	18.30	10,171	16.48	- 24	- 0.24	- 2
OPERATIVES, EXC TRANSPORT	8,145	14.62	8,046	13.04	- 99	- 1.22	- 9
Semiskilled Metalworking	860	1.54	846	1.40	4	0.47	0
Drill Press Operatives	49	0.09	52	0.08	3	6.12	0
Furnace Tndrs, Smelters, Pour.	24	0.04	23	0.04	- 1	- 4.17	- 0
Grinding Mach., Operatives	67	0.12	66	0.11	- 1	- 1.49	- 0
Lathe, Milling Mach., Oper.	115	0.21	114	0.18	- 1	- 0.87	- 0
Metal Platers	17	0.03	20	0.03	3	17.65	0
Other Precision Mach. Oper.	71	0.13	70	0.11	- 1	- 1.41	- 0
Punch Stamping Press Oper.	72	0.13	58	0.09	- 14	- 19.44	- 1
Solderers	83	0.15	55	0.09	- 28	- 33.73	- 3
Welders & Flame Cutters	362	0.65	406	0.66	44	12.15	4
SEMISKILLED TEXTILE	272	0.49	227	0.37	- 45	- 16.54	- 4
Knitters, Loopers, & Toppers	25	0.04	19	0.03	- 6	- 24.00	- 1
Spinners, Twisters, Winders	21	0.04	23	0.04	2	9.52	0
Weavers	112	0.20	75	0.12	- 37	- 33.04	- 3
Other Textile Operatives	114	0.20	110	0.18	- 4	- 3.51	- 0
SEMISKILLED PACKING, INSPECTING	1,127	2.02	1,261	2.04	134	11.89	12
Checkers, Examiners, etc, Mfg.	453	0.81	544	0.88	91	20.09	8
Graders & Sorters, Mfg.	40	0.07	33	0.05	- 7	- 17.50	- 1
Meat Wrappers, Retail Trade	52	0.09	66	0.11	14	26.92	1
Packer, Wrapper, Ex Meat, Prod	579	1.04	613	0.99	34	5.87	3
OTHER OPER., Exc. Transport	5,886	10.57	5,694	9.22	- 192	- 3.26	- 17
Asbestos, Insulation Workers	39	0.07	56	0.09	17	43.59	2
Assemblers	885	1.59	1,055	1.71	170	19.21	15
Bottling, Canning Operatives	24	0.04	22	0.04	- 2	- 8.33	- 0
Cloth., Ironers & Pressers	107	0.19	66	0.11	- 41	- 38.32	- 4

Employment Projections
Brockton SMSA
Employment Change By Occupation
(Continued)

Table 8

Occupational Title	1974 Employment		Projected 1985 Emp.		Employment Change, 1974-1985		
	Number	Percent	Number	Percent	Entire Period	Percent	Average Annual
Cutting Operatives, nec	169	0.30	165	0.27	- 4	- 2.37	- 0
Dressmakers, Exc Factory	42	0.08	34	0.06	- 8	- 19.05	- 1
Drillers, Earth	13	0.02	16	0.03	3	23.08	0
Dry Wall Inst., Lathes	111	0.20	114	0.18	3	2.70	0
Dyers	26	0.05	30	0.05	4	15.38	0
Filer, Pol., Sander, Buffer	38	0.07	32	0.05	- 6	- 15.79	- 1
Garage Wrks, Gas Sta. Atten	142	0.25	133	0.22	- 9	- 6.34	- 1
Laundry, Dry Clean Oprs, nec	125	0.22	140	0.23	15	12.00	1
Meat Cutters Butch Exc Mfg.	227	0.41	226	0.37	- 1	- 0.44	- 0
Mixing Operatives	60	0.11	47	0.08	- 13	- 21.67	- 1
Painters, Mfg., Articles	122	0.22	112	0.18	- 10	- 8.20	- 15
Photographic Process Workers	58	0.10	69	0.11	11	18.97	1
Riveters & Fasteners	28	0.05	24	0.04	- 4	- 14.29	- 0
Sawyers	30	0.05	36	0.06	6	20.00	1
Sewers & Stitchers	799	1.43	698	1.13	- 101	- 12.64	- 9
Shoemaking Mach., Operatives	489	0.88	304	0.49	- 185	- 37.83	- 17
Furnace Tendr Stokr Exc Metal	52	0.09	45	0.07	- 7	- 13.46	- 1
Winding Operatives, nec	33	0.06	35	0.06	2	6.06	0
Misc., Mach., Operatives	944	1.69	916	1.48	- 28	- 2.97	- 3
Operatives, nec	1,295	2.32	1,293	2.09	- 2	- 0.15	- 0
TRANSPORT EQUIPMENT OPERATIVES	2,050	3.68	2,125	3.44	75	3.66	7
Bus Drivers	333	0.60	310	0.50	- 23	- 6.91	- 2
Delivery & Route Workers	462	0.83	497	0.81	35	7.58	3
Fork Lift, Tow Motor Oper.	151	0.27	176	0.29	25	16.56	2
Taxicab Drivers, Chauffeurs	88	0.16	93	0.15	5	5.68	0
Truck Drivers	981	1.76	1,015	1.64	34	3.47	3
SERVICE WORKERS	7,699	13.82	8,854	14.34	1,155	15.00	105
CLEANING SERVICE WORKERS	960	1.72	1,117	1.81	157	16.35	14
Lodging Qtrs., Clean Exc Pr.	61	0.11	72	0.12	11	18.03	1
Bldg Interior Cleaners, nec	284	0.51	379	0.61	95	33.45	9
Janitors & Sextons	615	1.10	666	1.08	51	8.29	5
FOOD SERVICE WORKERS	3,522	6.32	3,880	6.29	358	10.16	33
Bartenders	192	0.34	219	0.35	27	14.06	2
Waiters Assistants	45	0.08	47	0.08	2	4.44	0
Cooks, Exc Private	716	1.29	839	1.36	123	17.18	11
Dishwashers	180	0.32	199	0.32	19	10.56	2
Food Counter, Fountain Wrks.	589	1.06	626	1.01	37	6.28	3
Waiters	1,393	2.50	1,508	2.44	115	8.26	10
Food Wrks., nec Exc Private	407	0.73	442	0.72	35	8.60	3
HEALTH SERVICE WORKERS	1,445	2.59	2,126	3.44	681	47.13	62
Dental Assistants	104	0.19	143	0.23	39	37.50	4
Health Aides, Exc Nursing	92	0.17	127	0.21	35	38.04	3
Nurses Aides, Orderlies	870	1.56	1,233	2.00	363	41.72	33
Practical Nurses	376	0.67	622	1.01	246	65.43	22

Employment Projections
Brockton SMEA
Employment Change By Occupation
(Continued)

Table 8

Occupational Title	1974 Employment		Projected 1985 Emp.		Employment Change, 1974-1985		
	Number	Percent	Number	Percent	Entire Period	Percent	Average Annual
PERSONAL SERVICE WORKERS	637	1.14	678	1.10	41	6.44	4
Atten. Recreation, Amusement	33	0.06	32	0.05	- 1	- 3.03	- 0
Atten. Personal Serv., nec	20	0.04	22	0.04	2	10.00	0
Barbers	92	0.17	58	0.09	- 34	- 36.96	- 3
Child Care Wrkrs. Exc Pri.	50	0.09	83	0.13	33	66.00	3
Elevator Operators	14	0.03	5	0.01	- 9	- 64.29	- 1
Hairdressers, Cosmetologists	327	0.59	370	0.60	43	13.15	4
Housekeepers, Exc Private	74	0.13	76	0.12	2	2.70	0
PROTECTIVE & SERVICE WORKERS	983	1.76	968	1.57	- 15	- 1.53	- 1
Crossing Guard Fidgetenders	40	0.07	41	0.07	1	2.50	0
Firefighters	248	0.45	230	0.37	- 18	- 7.26	- 2
Guards	330	0.59	291	0.47	- 39	- 11.82	- 4
Police & Detectives	341	0.61	382	0.62	41	12.02	4
Sheriffs & Bailiffs	16	0.03	16	0.03	0	0	0
PRIVATE HOUSEHOLD WORKERS	152	0.27	85	0.14	- 67	- 44.08	- 6
Child Care Workers	49	0.09	25	0.04	- 24	- 48.98	- 2
Housekeepers, Private	12	0.02	7	0.01	- 5	- 41.67	- 0
Pri Household Cleaners, Serv	89	0.16	52	0.08	- 37	- 41.57	- 3
LABORERS, EXCEPT FARM	2,267	4.07	2,484	4.02	217	9.57	20
Animal Caretakers, Exc Farm	57	0.10	83	0.13	26	45.61	2
Carpenters, Helpers	31	0.06	29	0.05	- 2	- 6.45	- 0
Constr. Labr, Exc Carp. Help	422	0.76	438	0.71	16	3.79	1
Freight, Material Handlers	313	0.56	317	0.51	4	1.28	0
Garbage Collectors	44	0.08	53	0.09	9	20.45	1
Gardenrs, Groundkpr, Exc Farm	295	0.53	337	0.55	42	14.24	4
Longshore Workers, Stevedores	11	0.02	22	0.04	11	100.00	1
Stock Handlers	734	1.32	874	1.42	140	19.07	13
Vehicle Washers Equip Cleaners	56	0.10	53	0.09	- 3	- 5.36	- 0
Warehouse Laborers, nec	131	0.24	116	0.19	- 15	- 11.45	- 1
Other Laborers	167	0.30	156	0.25	- 11	- 6.59	- 1
FARMERS & FARM WORKERS	262	0.47	173	0.28	- 89	- 33.97	- 8
FARMERS & FARM MANAGERS	98	0.18	65	0.11	- 33	- 33.67	- 3
Farmers (Owners & Tenants)	90	0.16	56	0.09	- 34	- 37.78	- 3
FARM LABORERS, FARM SUPERVISORS	164	0.29	108	0.17	- 56	- 34.15	- 5
Farm Laborers, Wage Workers	111	0.20	65	0.11	- 46	- 41.44	- 4
Farm Laborers, Unpaid Family	39	0.07	32	0.05	- 7	- 17.95	- 1

1/ These Figures are not comparable with nonagricultural employment totals because they are adjusted for dual job holder, unpaid absence, all other nonagricultural employment, and agricultural employment. They are not comparable with total employment because they are not adjusted for place of residence.

Employment Projections
Brockton, SMSA
Average Annual Job Openings
1974 - 1985

Table 9

Occupation Titles	Number	Percent Of Total	Percent Of 1977 Employment	Openings Due to Growth	Openings Due to Separation
TOTAL, ALL OCCUPATIONS	2,902	100.00	5.06	547	2,355
PROP., TECH., KINDRED	375	12.92	5.44	96	279
ENGINEERS, TECHNICAL	21	0.73	2.79	9	13
ENGINEERS, SCIENCE TECH.	23	0.79	3.56	12	11
Crafters	10	0.34	3.30	5	5
Electrical, Electr., Tech.	6	0.19	3.10	3	2
MEDICAL WORKERS, EXC TECH.	97	3.34	8.18	25	72
Pharmacists	5	0.18	4.71	1	4
Registered Nurses	66	2.29	8.59	14	52
Therapists	11	0.37	11.03	5	6
HEALTH TECHOL & TECH.	36	1.24	11.63	14	22
Clinical Lab Technol, Tech.	9	0.33	8.15	2	7
Radiologic Technol, Tech.	5	0.18	9.40	1	4
COMPUTER SPECIALISTS	8	0.29	4.31	4	4
Computer Programers	5	0.17	4.55	2	3
SOCIAL SCIENTISTS	3	0.12	5.19	2	2
TEACHERS	68	2.33	4.51	- 6	73
College & Univer., Teacher	2	0.07	1.41	- 2	4
Preschool, Kindergarten	6	0.22	6.29	0	6
Secondary School Teachers	14	0.47	2.45	- 8	22
Teachers nec, Exc Coll, Univ	10	0.34	6.71	1	8
WRITER, ARTISTS, ENTERTAINERS	33	1.14	5.77	13	20
Designers	8	0.29	4.69	3	5
Musicians & Composers	4	0.12	6.36	1	2
OTHER PROF., TECHNICAL	76	2.61	5.14	18	57
Accountants	22	0.75	3.73	2	20
Lawyers	5	0.18	4.17	- 0	6
Librarians	5	0.19	7.01	1	5
Personnel Labor Relations	6	0.20	4.51	2	4
Recreation Workers	6	0.20	6.78	2	4
Social Workers	7	0.26	6.54	1	6
MGERS., OFFICIALS, PROPRIETORS	288	9.92	4.70	85	202
BUYERS, SALES, LOAN MANAGERS	77	2.64	6.00	37	40
Bank, Financial Managers	16	0.97	5.85	7	9
Buyers, Wholesale, Retail	12	0.40	8.49	5	6
Sales Mgr., Retail Trade	30	1.02	6.28	15	14
Sales Mgr., Exc Ret Trade	9	0.32	4.02	5	5
ADMINISTRATORS, Pub Inspector	33	1.13	6.01	10	23
Health Administrators	13	0.43	7.78	4	8
Officials, Admins., Pub	7	0.23	4.30	1	6
OTHER MGERS., OFFICIALS, PROP	178	6.14	4.15	39	139
Office Managers, nec	14	0.50	6.27	5	9
Rest., Cafe, Bar Managers	12	0.40	2.56	- 2	14
Other Mgrs., Administrators	144	4.98	4.13	33	111
SALES WORKERS	226	7.79	5.85	61	165
Insurance Agent, Brokers, etc	24	0.84	5.59	10	15
Sales & Sales Workers, nec	178	6.14	5.94	47	131

Employment Projections
 Brockton, SMSA
 Average Annual Job Openings
 1974 - 1985
 (Continued)

Table 9

Occupation Titles	Number	Percent Of Total	Percent Of 1977 Employment	Openings Due to Growth	Openings Due to Separation
CLERICAL WORKERS	805	27.75	7.78	174	632
STENOGRAPHERS, TYPISTS, SECRE	295	10.18	10.32	68	228
Secretaries, Legal	10	0.35	9.48	1	9
Secretaries, Medical	10	0.34	11.98	3	7
Secretaries, Other	213	7.35	10.87	55	158
Typists	61	2.10	9.05	10	51
OFFICE MACHINE OPERATORS	21	0.73	4.11	- 4	25
Computer, Peripheral Equip	6	0.21	4.30	3	3
Key punch Operators	7	0.25	3.16	- 7	14
OTHER CLERICAL WORKERS	489	16.84	7.00	110	378
Bank Tellers	18	0.61	8.12	4	14
Bookkeepers	85	2.94	6.67	4	82
Cashiers	65	2.25	7.75	11	54
Counter Clerks, Exc Food	19	0.66	7.88	4	15
Estimators, Invest., nec	14	0.49	5.89	3	11
File Clerks	12	0.42	7.66	1	11
Insurance Adjust, Examiner	11	0.39	6.16	5	6
Library Atten., Assistant	9	0.30	8.37	1	7
Receptionists	18	0.61	10.03	3	14
Shipping, Receiving Clerks	21	0.71	4.18	7	13
Statistical Clerks	9	0.31	6.77	1	8
Telephone Operators	15	0.51	4.61	- 6	20
Misc Clerical Workers, nec	105	3.62	11.05	47	59
CRAFTS & KINDRED WORKERS	223	7.67	2.38	16	207
CONSTRUCTION CRAFTS WORKERS	77	2.65	3.17	25	52
Carpenters & Apprentices	25	0.85	3.14	5	19
Electricians & Apprentices	13	0.44	2.76	4	8
Painters & Apprentices	8	0.26	2.62	- 0	8
Plumber, Pipefitter & Appr.	15	0.53	3.86	7	9
BLUE COLLAR WORKER SUPVR, nec	44	1.52	3.65	12	32
Metalworking Craft Wrkrs Exc nec	20	0.69	2.13	1	19
Machinists & Apprentices	8	0.37	1.96	- 0	8
Molders, Metal & Apprentices	1	0.03	0.88	- 1	2
Sheetmetal Workers & Appr	4	0.15	2.16	1	3
MECHANICS, REPAIRERS, INSTAL	75	2.58	3.49	36	39
Air Cond. Heating, Refrig Mech	12	0.41	4.45	7	4
Heavy Equip Mech, Incl Deisel	13	0.45	3.34	5	8
Household Appliance Mechanics	4	0.14	2.75	1	3
Other Mechanics & Appr	3	0.12	1.83	- 0	4
PRINTING TRADE CRAFTS WORKERS	10	0.36	2.80	1	10
TRANSPORTATION, PUB UTIL CRAFT	1	0.05	0.32	- 3	4
Telephone Instal., Repairers	1	0.03	0.33	- 1	2
OTHER CRAFTS, KINDRED WRKRS	- 5	- 0.18	- 0.28	- 56	51
Opticians, Lens Crindr, Pol.	7	0.23	10.20	4	2
Shipfitters	- 39	- 1.36	- 4.87	- 55	15
Stationary Engineers	3	0.12	2.91	- 1	4

Employment Projections
Brockton, SMSA
Average Annual Job Openings
1974 - 1985
(Continued)

Table 9

Occupation Titles	Number	Percent Of Total	Percent Of 1977 Employment	Openings Due to Growth	Openings Due to Separation
OPERATIVES	365	12.56	3.58	- 2	367
OPERATIVES, EXC TRANSPORT	316	10.88	3.89	- 9	325
Semiskilled Metalworking	23	0.79	2.66	0	23
Welders & Flame Cutters	12	0.40	3.08	4	8
SEMISKILLED TEXTILE	7	0.25	2.80	- 4	11
Weavers	1	0.05	1.31	- 3	5
SEMISKILLED PACKING, INSPECTING	68	2.35	5.85	12	56
Checkers Exam., Etc, Mfg.	30	1.02	6.19	8	21
Packer, Wrpr, Ex Meat Prod.	32	1.11	5.46	3	29
OTHER OPER., EXC TRANSPORT	217	7.49	3.73	- 17	235
Assemblers	58	2.01	6.26	15	43
Dry Wall Installers Lathes	1	0.05	1.23	0	1
Laundry Dry Clean, Oprs, nec	9	0.30	6.71	1	7
Painter, Mfg Articles	2	0.08	2.02	- 1	3
Sewers & Stitchers	37	1.28	4.80	- 9	46
Misc Mach Operatives	29	1.01	3.12	- 3	32
Operatives, nec	45	1.55	3.48	- 0	45
TRANSPORT EQUIPMENT OPER.	49	1.68	2.36	7	42
Bus Drivers	9	0.32	2.87	- 2	11
SERVICE WORKERS	548	18.90	6.84	105	443
CLEANING SERVICE WORKERS	68	2.35	6.80	14	54
Bldg Interior Cleaners, nec	28	0.97	9.05	9	19
Janitors & Sextons	34	1.18	5.45	5	30
FOOD SERVICE WORKERS	219	7.56	6.06	33	187
Bartenders	10	0.34	5.01	2	8
Cooks, Exc Private	42	1.45	5.59	11	31
Dishwashers	8	0.29	4.50	2	7
Food Counter, Fountain Wrkr	36	1.23	5.96	3	32
Waiters	97	3.33	6.78	10	86
Food Wrkrs, nec, Exc Priv.	26	0.90	6.26	3	23
HEALTH SERVICE WORKERS	181	6.24	11.11	62	119
Dental Assistants	14	0.48	12.20	4	10
Hlth Aides, Except Nursing	11	0.37	10.65	3	8
Nurses Aides, Orderlies	99	3.40	10.18	33	66
Practical Nurses	58	1.99	13.01	22	35
PERSONAL SERVICE WORKERS	44	1.53	6.81	4	41
Hairdressers, Cosmetologist	27	0.93	7.95	4	23
PROTECTIVE & SERV., WRKRS	31	1.06	3.16	- 1	32
Firefighters	2	0.07	0.78	- 2	4
Guards	15	0.51	4.66	- 4	18
Police & Detectives	10	0.34	2.81	4	6

Employment Projections
 Brockton, SMSA
 Average Annual Job Openings
 1974 - 1985
 (Continued)

Table 9

Occupation Titles	Number	Percent Of Total	Percent Of 1977 Employment	Openings Due to Growth	Openings Due to Separation
LABORERS, EXCEPT FARM	71	2.46	3.07	20	52
Animal Caretakers, Exc Farm	5	0.18	8.09	2	3
Gardenrs, Groundkpr, Exc Farm	16	0.54	5.12	4	12
Stock Handlers	27	0.93	3.49	13	14
FARMERS & FARM WORKERS	1	0.03	0.36	- 8	9
FARM LABOR., FARM SUPVRS.	- 0	- 0.01	- 0.14	- 5	5
Farm Laborers Wage Wrkrs	- 1	- 0.05	- 1.48	- 4	3

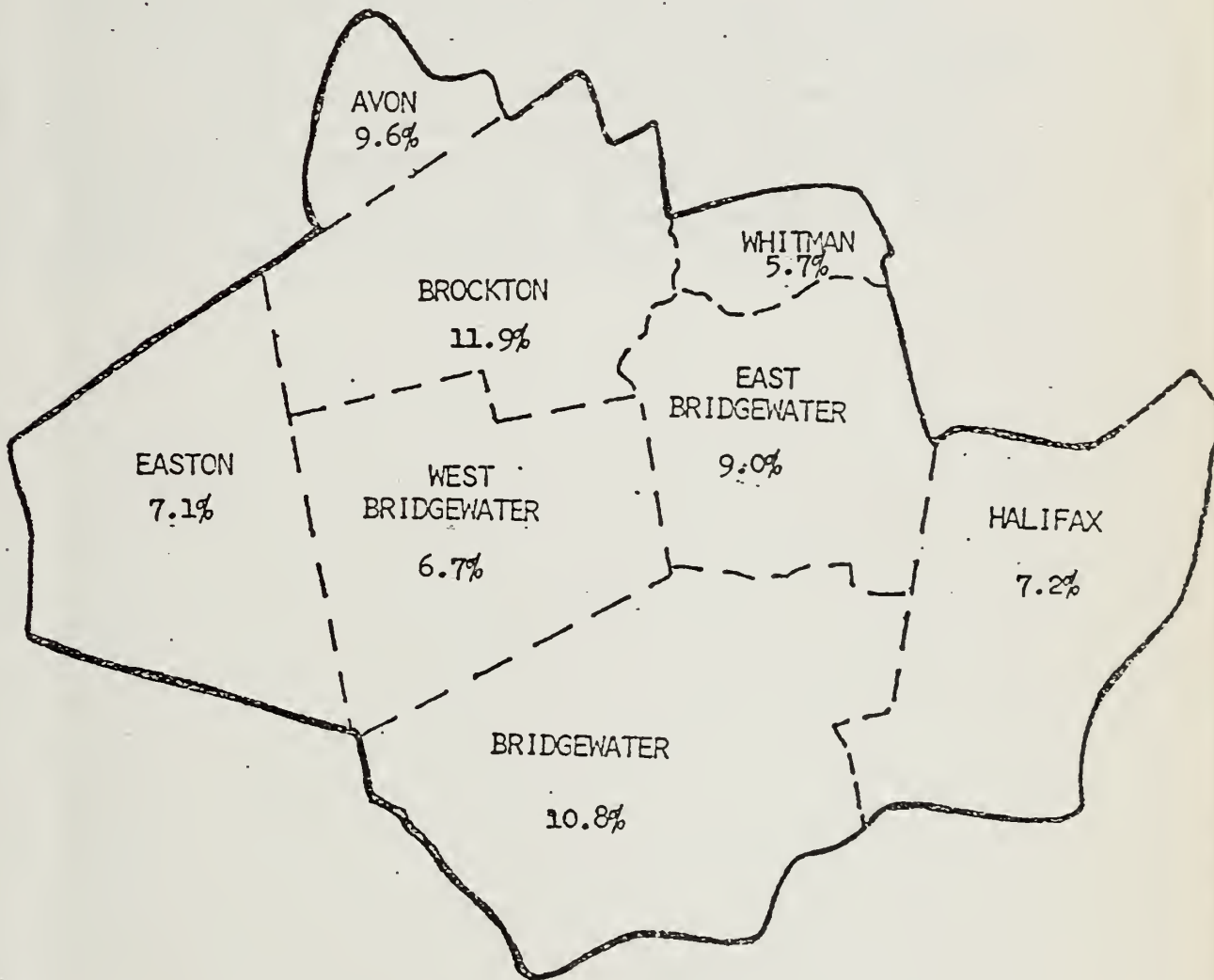
V. Unemployment Developments

The Brockton SMSA, hard hit by the 1975 recession, showed some signs of recovery during the second half of 1975 as the numbers of unemployed showed signs of diminishing while concomitantly, employment started a slow rise. Although the first months of 1976 evidenced reversals in both the aforementioned trends, seemingly optimistic data revealed itself for the remainder of the year (see Table 12). During the 10-month period from February to December, 1976, we witnessed a notable decline of more than 3,000 unemployed persons. This becomes more significant when recognized that correspondingly, in the same 10-month period we witnessed an additional 3,800 employed persons through steady, albeit gradually improving conditions. When compared on an annual average basis with 1975, it is apparent that positive change is not as rapid in coming as one would hope. The annual average number of unemployed persons in the Brockton SMSA during 1976 was 8,000, down only 6 percent from the preceeding year. Compared with employment gains of 3,000 persons, both factors resulted in the diminution of the rate of average annual unemployment by only 1.0 percentage points from 11.4 to 10.4 percent in 1976.

Table 11 compares 1976 annual unemployment on a monthly basis for the Brockton Consortium, the SMSA and the city of Brockton. Both the SMSA and Consortium, with annual average rates of 10.4 percent fared better than the 11.9 percent annual average rate recorded for the city of Brockton for 1976. It is estimated for fiscal year 1978 that the average number of unemployed will drop to 6,636 in the SMSA with an expected unemployment rate of 8.7 percent (refer to Table 10) while 8,608 unemployed and an unemployment rate of 8.9 percent are expected in the Brockton Consortium. The city of Brockton is forecast to fare least favorably with fiscal year 1978 unemployment of 4,313 and an unemployment rate of 10.0 percent. Additional planning data projections for fiscal year 1978 have been prepared for the SMSA, Consortium and city of Brockton.

BROCKTON

SMSA



1976 UNEMPLOYMENT RATES

The number of different individuals unemployed during fiscal year 1978 will be three times as many as the average number of unemployed. The Brockton SMSA is forecast to have 19,908 persons experiencing spells of unemployment, the Consortium 25,824, and the city 12,939. These figures show that the unemployment problem touches many more lives than published rates would indicate. The average number of unemployed is based upon the number of different individuals unemployed, the duration of unemployment and the number of spells unemployment. The number of long-term unemployed is critical for planning purposes. The projected percent of unemployed persons who will be unemployed 15 weeks or longer was 31.3 percent in the SMSA, 31.5 percent in the Consortium and 33.1 percent in the city. Notably, males have a much larger incidence of long-term unemployment than females.

ADDITIONAL UNEMPLOYMENT PROJECTIONS

FISCAL YEAR 1978

BROCKTON SMSA CONSORTIUM, CITY

Table 10

	Unemployment	Unemployment Rate	Long-Term Unemployment	Number of Different Individuals Unemployed During Year
Consortium				
TOTAL	8,608	8.9	2,711	25,824
White Male	4,813	8.6	1,694	-
White Female	3,386	8.6	853	-
Nonwhite Male	241	23.4	108	-
Nonwhite Female	169	19.1	56	1
SMSA				
TOTAL	6,636	8.7	2,078	19,908
White Male	3,712	8.5	1,312	-
White Female	2,642	8.5	662	-
Nonwhite Male	142	17.5	59	-
Nonwhite Female	140	20.2	45	-
City				
TOTAL	4,313	10.0	1,428	12,939
White Male	2,491	10.2	919	-
White Female	1,570	8.9	409	-
Nonwhite Male	129	21.5	57	-
Nonwhite Female	123	25.9	43	-

For Period January 1976 - December 1976
(Includes Annual Averages)

Table 11

Period	Labor Force	Employment	Unemployment	
			Number	Rate
<u>1976</u>	<u>PS Brockton Consortium</u>			
Jan.	94,203	82,693	11,510	12.2
Feb.	94,784	83,249	11,535	12.2
Mar.	95,146	84,131	11,015	11.6
Apr.	95,465	85,075	10,390	10.9
May	95,557	85,765	9,792	10.2
Jun.	96,522	85,974	10,548	10.9
Jul.	93,793	83,304	10,489	11.2
Aug.	94,537	84,928	9,609	10.2
Sep.	94,958	85,854	9,104	9.6
Oct.	95,233	86,586	8,647	9.1
Nov.	94,963	87,041	7,922	8.3
Dec.	95,121	87,480	7,641	8.0
Avg.	95,023	85,173	9,850	10.4
<u>1976</u>	<u>SMSA Brockton</u>			
Jan.	76,700	67,385	9,315	12.1
Feb.	77,272	67,904	9,368	12.1
Mar.	77,554	68,607	8,947	11.5
Apr.	77,839	69,416	8,423	10.8
May	77,765	69,880	7,885	10.1
Jun.	78,585	70,004	8,581	10.9
Jul.	75,973	67,425	8,548	11.3
Aug.	76,901	69,070	8,831	10.2
Sep.	77,596	70,121	7,475	9.6
Oct.	77,874	70,759	7,115	9.1
Nov.	77,687	71,192	6,495	8.4
Dec.	77,963	71,681	6,282	8.1
Avg.	77,476	69,454	8,022	10.4
<u>1976</u>	<u>PA Brockton City</u>			
Jan.	46,845	40,327	6,518	13.9
Feb.	47,192	40,637	6,555	13.9
Mar.	47,318	41,058	6,260	13.2
Apr.	47,436	41,542	5,894	12.4
May	47,337	41,820	5,517	11.7
Jun.	47,898	41,894	6,004	12.5
Jul.	46,331	40,350	5,981	12.9
Aug.	46,815	41,335	5,480	11.7
Sep.	47,194	41,964	5,230	11.1
Oct.	47,325	42,346	4,979	10.5
Nov.	47,150	42,605	4,545	9.6
Dec.	47,293	42,897	4,396	9.3
Avg.	47,178	41,565	5,613	11.9

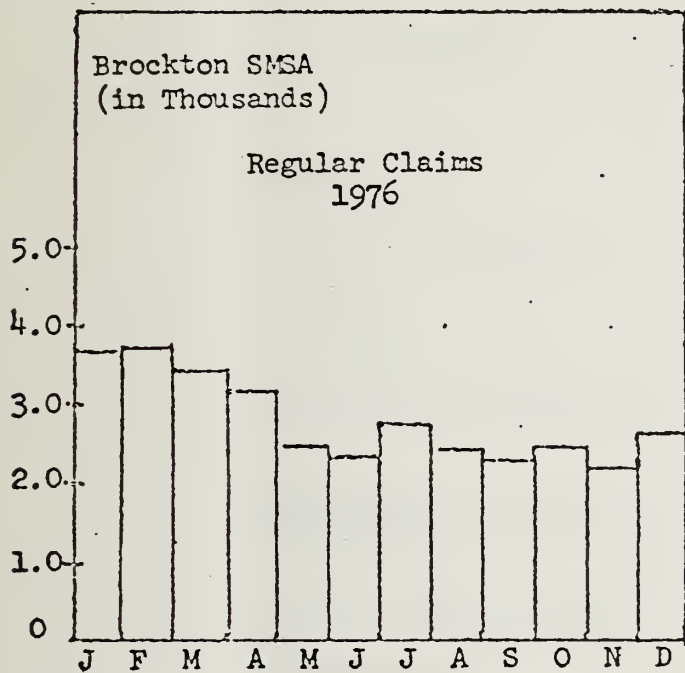
Unemployment Rate
United States, Massachusetts and Brockton SMSA
1972-1977

Table 12

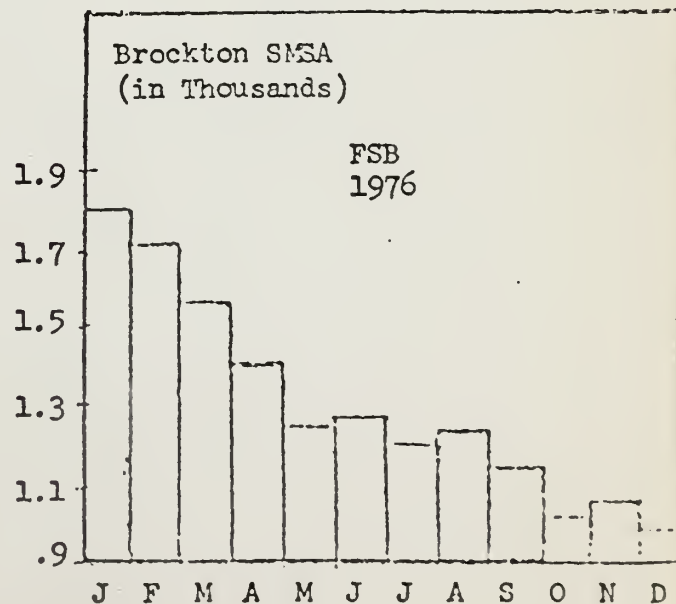
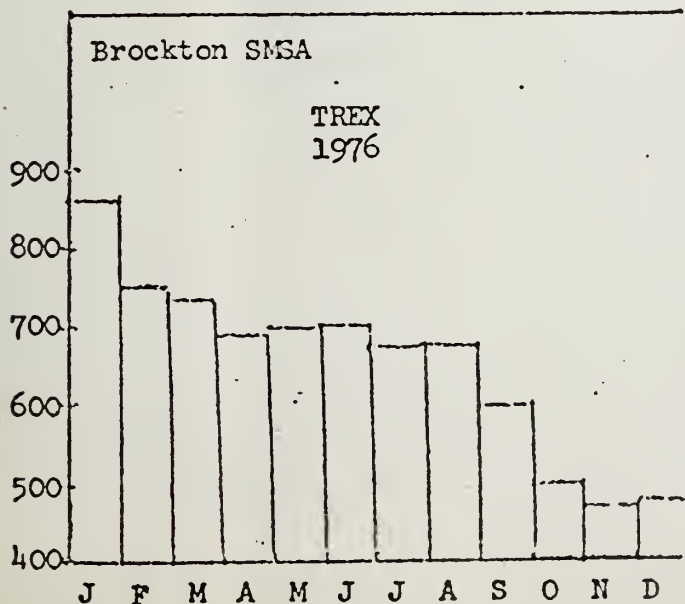
Period	Brockton SMSA*	Not Adjusted For Seasonality		Adjusted For Seasonality	
		Mass.	U. S.	Mass.	U. S.
1972	5.6	6.4	5.6	6.4	5.6
1973	6.9	6.7	4.9	6.7	4.9
1974	7.3	7.2	5.6	7.2	5.6
1975	11.4	11.2	8.5	11.2	8.5
1976	10.4	9.5	7.7	9.5	7.7
<u>1976</u>					
Jan.	12.1	11.7	8.8	10.8	7.8
Feb.	12.1	11.5	8.7	10.3	7.6
Mar.	11.5	11.0	8.1	10.1	7.5
Apr.	10.8	10.2	7.4	10.0	7.5
May	10.1	9.6	6.7	10.1	7.3
June	10.9	9.8	8.0	9.4	7.5
July	11.3	9.9	7.8	9.2	7.8
Aug.	10.2	9.0	7.6	9.4	7.9
Sep.	9.6	8.4	7.4	9.1	7.8
Oct.	9.1	7.9	7.2	8.9	7.9
Nov.	8.4	7.5	7.4	8.3	8.0
Dec.	8.1	7.6	7.4	8.1	7.8
<u>1977</u>					
Jan.	8.6	8.0	8.3	7.3	7.3
Feb.	8.5	7.6	8.5	6.8	7.5

*Not Adjusted for seasonality

The following bar graphs (see below) demonstrate the numbers of claims filed during the survey week of each month of 1976 for the three major unemployment compensation programs, i.e. regular claims (maximum 30 weeks) Trex (maximum 13 week program up to 39 weeks) and FSB (maximum 26 week program up to 65 weeks). Although all three programs have experienced a diminution in their numbers over the year, the improvements are most noticeable in the Trex and FSB programs (refer to Graphs below). However, it should be noted that although we do utilize a federally mandated formula to account for those who have exhausted all benefits in all programs and are nevertheless still unemployed and seeking employment, the magnitude of the unemployed exhaustees during 1976 was severely underrated. We do not, however, include in the labor force those discouraged workers who believe that no job exists for which they would be hired, since they are not actively seeking such work.



An analysis of regular benefit payments for the month of February, 1977 in the Brockton office area indicates that persons last employed within the manufacturing sector represented 30.0 percent of all persons receiving unemployment compensation during the February survey week. Within the manufacturing sector the largest blocks of unemployed surfaced in the rubber and plastics industry (8.8 percent) followed by apparel (4.0 percent and predominantly composed of women) and the leather industry (2.4 percent). Contract construction accounted for a large portion of checks issued (28.1 percent) while 20.1 percent of all checks issued went to workers in wholesale and retail trade.



Benefit Payments for Month of February, 1977
Brockton Office

Table 13

Category	Percent of All Claims	Male	Female
	100.0	100.0	100.0
<u>Manufacturing</u>	30.3	23.2	47.2
Electrical Machinery	(1.9)	(1.0)	(4.0)
Rubber & Plastics	(8.8)	(5.7)	(16.1)
Apparel	(4.0)	(1.3)	(10.5)
Leather	(2.4)	(2.1)	(3.2)
Fabricated Metals	(2.3)	(2.5)	(1.9)
Nonelectrical Machinery	(1.3)	(1.4)	(1.1)
Food	(1.1)	(1.2)	(0.8)
<u>Agriculture, Forestry & Fisheries</u>	1.8	2.5	0.3
<u>Contract Construction</u>	28.1	38.9	1.9
<u>Transportation</u>	4.2	4.3	4.1
<u>Wholesale & Retail Trade</u>	20.1	18.2	24.6
<u>Finance, Ins. & Real Estate</u>	2.5	1.6	4.6
<u>Services</u>	8.9	7.1	13.4
<u>Not Coded</u>	4.1	4.2	3.9

VI. Characteristics of Individuals in Need of Manpower Services

Additional planning projections for the Brockton Prime Sponsor Area are set forth in Table 16 . For the fiscal year 1978 forecast period it has been estimated that part-time employment for economic reasons will amount to 4.2 percent of all employment within the Brockton SMSA as compared to 4.3 percent within the Commonwealth for fiscal year 1978. Part-time employment will reach 3,801 in the Consortium, 3,008 in the SMSA and 1,679 in the City of Brockton. Part-time employment due to economic reasons appears to be greatest in each area among white females.

Projections are also set forth in Table 16 for those economically disadvantaged, age 18 and over. The level of family income used in the determination of whether one is economically disadvantaged has been raised by the Department of Labor for its employment and training programs to reflect increases in consumer prices over the past year. These revised poverty level guidelines became effective as of April 1, 1976 and are set forth below. They are to be applied by federal, state and local administrators of CETA programs to define the terms economically disadvantaged and underemployed and thus determine participant eligibility. An economically disadvantaged person is defined as a member of a family who receives cash welfare payments or whose annual income in relation to family size and location does not exceed the most recently established poverty levels as are enumerated below.

Table 14

Poverty-Level Guidelines as Determined by
Department of Labor

Family Size	April 1, 1976 Continental U. S.		May 1, 1975 Continental U. S.	
	Non-Farm	Farm	Non-Farm	Farm
1	2,800	2,400	2,590	2,200
2	3,700	3,160	3,410	2,900
3	4,600	3,920	4,230	3,600
4	5,500	4,680	5,050	4,300
5	6,400	5,440	5,870	5,000
6	7,300	6,200	6,690	5,700

However, current projections of economically disadvantaged are not entirely comparable with planning projections for previous years due to differing terminology. Previously, an individual was considered disadvantaged if in addition to being poor and without suitable employment, was one of the following:

1. A school dropout,
2. Under 22,
3. 45 or older,
4. Handicapped, or
5. Subject to special obstacles to employment such as being a member of a minority.

It is projected that there will be 9,728 economically disadvantaged individuals 18 years of age and over in the Brockton SMSA for fiscal year 1978, with 11,194 expected in the Consortium and 6,272 in the city of Brockton. In all areas, 91 to 92 percent of those economically disadvantaged 18 years of age and older are expected to be white.

One of the best indicators of people in need of manpower services is to be found in the Employment Service Automated Reporting System (ESARS). The following ESARS tables indicate both the numbers and characteristics of job applicants in each major occupational category as well as the number of openings filled. These job applicants may include employed persons seeking a better job as well as currently unemployed workers, both skilled and unskilled.

THE COMMONWEALTH OF MASSACHUSETTS
DIVISION OF EMPLOYMENT SECURITY
CHARACTERISTICS OF APPLICANTS
CUMULATIVE OCTOBER 1976 THROUGH DECEMBER 1976
BROCKTON
Table 15

CHARACTERISTICS OF APPLICANTS	REGISTERED APPLICANTS	INDIVIDUALS COUNSELED	PLACED AFTER COUNSELING	ENROLLED IN TRAINING	TOTAL APPLICANTS PLACED IN JOBS
Age - All Ages	10,888	196	18	65	812
Under 20 years	1,159	17	2	14	273
20 - 21	965	22	1	2	63
22 - 24	1,315	22	1	0	71
25 - 29	1,830	31	4	12	95
30 - 39	2,683	60	7	23	122
40 - 44	924	17	2	5	44
45 - 54	1,359	19	1	9	68
55 - 64	575	7	0	0	47
65 years or older	78	1	0	0	29
Sex					
Men	6,145	106	9	24	471
Women	4,743	90	9	41	341
Highest Grade of School Completed					
0 - 7	383	17	1	0	32
8 - 11	3,477	71	6	29	398
12	5,126	88	9	35	310
Over 12 years	1,902	20	2	1	72
Handicapped	636	12	0	0	23
Welfare	3,909	50	12	65	83
Ethnic Group					
White	10,147	185	16	59	674
Black	634	10	2	6	128
Other	83	1	0	0	7
Spanish Surname	210	16	0	1	41
Vietnam - ERA Veteran	1,438	18	1	1	82

THE COMMONWEALTH OF MASSACHUSETTS
DIVISION OF EMPLOYMENT SECURITY

JOB OPENINGS RECEIVED AND FILLED, BY MAJOR OCCUPATIONAL CATEGORY
CUMULATIVE OCTOBER 1976 THROUGH DECEMBER 1976
BROCKTON

Table 15

OCCUPATIONAL GROUP	OPENINGS ^{1/}			
	RECEIVED		FILLED	
	Number	Percent	Number	Percent
All Occupational Groups	2,643	100.0	1,132	100.0
Professional, Technical, Managerial	128	4.8	67	5.9
Clerical	209	7.9	87	7.7
Sales	44	1.6	21	1.9
Domestic	45	1.7	33	2.9
Other Services	212	8.0	77	6.8
Farming, Fishing, Forestry	1,550	58.8	533	47.1
Processing Occupations	18	0.7	11	1.0
Machine Trades	63	2.4	26	2.3
Bench Work	70	2.6	48	4.2
Structural Work	74	2.8	41	3.6
Motor Freight Transportation	14	0.5	8	0.7
Packing, Material Handling	184	7.0	165	14.6
All Other	32	1.2	15	1.3

Source: ESARS Table A07 Group Report No. MA5-49A

^{1/} Total Agricultural and Nonagricultural Openings.

OCCUPATIONS OF APPLICANTS IN THE ACTIVE FILES IN EMPLOYMENT SERVICE OFFICE, BY SELECTED CHARACTERISTICS

DECEMBER 1976
BROCKTON

Table 15

SELECTED OCCUPATIONAL GROUP 1/	ALL	APPLICANT CHARACTERISTICS				MINORITY
		FEMALE	AGE		VETERAN	
			Under 22	45 and Over		
ALL OCCUPATIONS	7,427	3,361	1,293	1,357	1,842	557
PROFESSIONAL, TECHNICAL AND MANAGERIAL WORK						
003 Electrical Engineering	21	3	1	3	10	1
007 Mechanical Engineering	16	1	2	3	7	2
012 Industrial Engineering	15	0	0	4	9	1
045 Psychology	20	5	0	1	8	1
075 Nursing	14	14	0	1	0	3
079 Medicine and Health 2/	33	30	1	5	2	5
091 Secondary School Education	37	17	0	3	8	1
092 Primary School and Kindergarten Education	43	36	1	9	5	1
141 Commercial Art	10	2	1	4	4	0
153 Athletics and Sports	14	2	1	0	2	2
160 Accounting and Auditing	37	4	2	6	19	0
162 Purchasing Management	14	2	0	5	9	0
163 Sales and Distribution Management	18	1	1	7	2	1
166 Personnel and Training	14	2	1	5	7	2
169 Administrative Specialties, N.E.C. 2/	71	40	2	15	19	4
182 Construction Management	17	0	0	8	12	0
183 Manufacturing Industry Management	24	0	0	11	20	1
184 Transportation, Communication and Utilities Management	10	1	0	2	5	1
185 Wholesale and Retail Trade Management	80	17	11	18	30	4
186 Finance, Insurance, Real Estate Management	10	2	0	2	4	0
187 Service Industry Management	54	11	5	17	27	5
189 Miscellaneous Managerial Work 2/	30	1	0	4	8	0
195 Social and Welfare Work	34	18	1	4	8	3

Source: ESWIS Table 00 Report No. MA5-82

1/ Occupational Group with at least 10 Registered Applicants in the Active File

2/ N.E.C. - Not elsewhere classified

Source: ESMS Table of Report No. MA5-82

Source: Earns more to report NO. MAX-02	10	Registered Applicants In the Active
1/Occupational Group with at least	File	

2/N.E.C. - Not elsewhere classified

Form 0233-112 Nov 8-76

THE COMMONWEALTH OF MASSACHUSETTS
DIVISION OF EMPLOYMENT SECURITY

OCCUPATIONS OF APPLICANTS IN THE ACTIVE FILES IN EMPLOYMENT SERVICE OFFICE, BY SELECTED CHARACTERISTICS
DECEMBER 1976
BROCKTON

Table 15

SELECTED OCCUPATIONAL GROUP 1/	ALL	APPLICANT CHARACTERISTICS			
		FEMALE	AGE		VETERAN
			Under 22	45 and Over	
CLERICAL AND SALES WORK					
201 Secretarial Work	105	104	13	10	1
205 Personnel Work	10	4	1	0	3
209 Stenography, Typing, Filing and Related Work 2/	197	187	37	22	10
210 Bookkeeping	64	60	3	18	4
211 Cashiering	55	51	21	4	1
212 Teller Service	13	9	3	2	2
213 Automatic Data Processing	43	35	5	4	4
215 Bookkeeping Machine Work	15	13	3	5	1
219 Computing and Account Recording 2/	225	206	36	46	18
221 Clerical Work Production	11	6	3	1	3
222 Clerical Work Shipping and Receiving	95	14	20	21	33
223 Stock Checking and Related Work	48	9	18	8	11
231 Mail Sorting, Stamping, Recording, Routing and Related Work	14	2	3	4	7
235 Telephone Work	35	34	3	6	1
237 Reception and Information Dispensing Work	28	27	10	1	0
249 Miscellaneous Clerical Work 2/	20	14	3	3	3
250 Saleswork, Real Estate & Insurance	19	2	0	2	13
263 Saleswork, Textiles, Textile Products & Apparel	15	5	1	3	5
260 Saleswork, Transportation Equipment	10	1	0	2	3
209 Saleswork Commodities 2/	95	23	8	17	42
290 Sales Clerking	78	65	20	19	3
292 Route Work	19	2	2	4	9
299 Miscellaneous Merchandising Work 2/	69	50	3	8	9
SERVICES					
311 Food Serving	182	170	46	23	7
312 Bartending	36	16	2	11	17
313 Cooking Large Hotels & Restaurants	51	11	7	13	23
314 Cooking, Small Hotels & Restaurants	14	3	9	0	2

Source: ESABS Table 98 Report No. MAS-82
1/ Occupational Group with at least 10 Registered Applicants in the Active File

2/N.E.C. - Not elsewhere classified

THE COMMONWEALTH OF MASSACHUSETTS
DIVISION OF EMPLOYMENT SECURITY

OCCUPATIONS OF APPLICANTS IN THE ACTIVE FILES IN EMPLOYMENT SERVICE OFFICE, BY SELECTED CHARACTERISTICS

DECEMBER 1976
BROCKTON

Table 15

SELECTED OCCUPATIONAL GROUP 1/	ALL	APPLICANT CHARACTERISTICS				
		FEMALE	AGE		VETERAN	MINORITY
			Under 22	45 and Over		
315 Miscellaneous Cooking Except Domestic	13	5	4	3	3	0
316 Meat Cutting, Except in Slaughtering & Packing Houses	16	1	2	5	8	0
318 Kitchen Work 2/	54	34	18	15	4	4
323 Maid & Related Services, Hotels, Restaurants & Related Establishments	17	16	2	3	1	2
332 Beautician Services	21	21	1	1	0	0
355 Attendant Work, Hospitals, Morgues & Related Health Services	121	107	24	13	11	14
359 Miscellaneous Personal Services 2/	36	35	6	10	2	3
363 Pressing Service	16	8	3	2	2	5
372 Guard & Related Services	59	1	9	13	44	7
375 Police & Related Work, Public Service	14	5	1	2	9	1
381 Cleaning & Related Services	30	3	13	3	4	3
382 Janitorial Services	36	2	9	9	15	6
FARMING, FISHERY, FORESTRY & RELATED WORK						
407 Gardening & Grounds Keeping	50	1	15	5	7	2
PROCESSING						
559 Processing, Chemicals & Related Products 2/	11	4	0	3	4	2
MACHINE TRADES						
600 Machining & Related Work	30	0	7	8	13	1
604 Turning	11	1	3	3	3	2
609 Metal Machining 2/	40	13	12	5	6	1
616 Fabricating Machine Work	23	8	1	6	4	2
619 Miscellaneous Metal Working 2/	22	9	5	4	1	1
620 Motorized Vehicle & Engineering Equipment Repairing	110	1	19	12	54	2
638 Miscellaneous Machine Installation & Repairing	12	0	0	4	6	0

Source: ESAYS Table 98 Report No. MA5-62
1/ Occupational Group with at least 10 Registered Applicants in the Active File

2/ H.E.C. - Not elsewhere classified

Form 0233 D7 Nov 6-76

THE COMMONWEALTH OF MASSACHUSETTS
DIVISION OF EMPLOYMENT SECURITY

OCCUPATIONS OF APPLICANTS IN THE ACTIVE FILES IN EMPLOYMENT SERVICE OFFICE, BY SELECTED CHARACTERISTICS

DECEMBER 1976
BROCKTON

Table 15

SELECTED OCCUPATIONAL GROUP 1/	ALL	APPLICANT CHARACTERISTICS				
		FEMALE	AGE		VETERAN	MINORITY
			Under 22	45 and Over		
651 Printing Press Work	12	0	3	0	3	1
652 Printing Machine Work	15	9	2	0	4	0
660 Cabinetmaking	10	0	2	0	4	0
690 Plastics, Synthetics, Rubber & Leather Working	57	42	3	18	4	7
699 Miscellaneous Machine Work	12	8	1	1	1	3
BENCH WORK						
706 Metal Unit Assembling & Adjusting 2/	15	12	1	5	0	3
726 Assembly & Repair of Electronic Components & Accessories 2/	64	47	22	6	5	6
729 Assembly & Repair of Electrical Equipment 2/	13	9	2	2	1	1
739 Fab. & Repairs of Products Made From Assorted Materials 2/	15	9	1	6	3	1
781 Laying Out, Marking, Cutting & Punching 2/	19	7	5	7	1	2
786 Machine Sewing, Garment	10	10	2	5	0	1
787 Machine Sewing, Non Garment	28	25	2	5	0	5
788 Fabr. & Repair of Footwear	161	82	18	69	18	25
STRUCTURAL WORK						
801 Fitting, Bolting, Screwing & Related Work	13	0	1	1	5	0
804 Sheet Metal Work	24	0	4	6	14	0
806 Transportation Equipment Assembling & Related Work	28	0	2	5	8	1
807 Body Work, Transportation Equipment	20	1	2	3	8	1
810 Arc Welding	45	0	11	5	23	1
822 Wire Communication, Detection & Signaling Equipment Assembly Installation & Repair	10	0	0	0	6	0
824 Lighting, Equipment & Building Wiring Assembly, Installations Repair	33	0	5	2	14	1
829 Assembly, Installation & Repair of Electrical Products 2/	24	0	5	1	13	1
840 Construction & Maintenance Painting & Related Work	59	1	6	12	19	5
860 Carpentry & Related Work	125	0	12	15	62	2

Source: ESASIS Table 96 Report No. MAS-02

1/ Occupational Group with at least 10 Registered Applicants in the Active File

2/ H.E.C. -- Not otherwise classified

Form 0733 112 New 8-76

THE COMMONWEALTH OF MASSACHUSETTS
DIVISION OF EMPLOYMENT SECURITY

OCCUPATIONS OF APPLICANTS IN THE ACTIVE FILES IN EMPLOYMENT SERVICE OFFICE, BY SELECTED CHARACTERISTICS

DECEMBER 1976
BROCKTON

Table 15

SELECTED OCCUPATIONAL GROUP 1/	ALL	APPLICANT CHARACTERISTICS				
		FEMALE	AGE		VETERAN	MINORITY
			Under 22	45 and Over		
861 Brick & Stone Masonry & Tile Setting	30	0	2	5	18	0
862 Plumbing, Gas Fitting, Steam Fittings & Related Work	44	1	4	3	18	4
869 Miscellaneous Construction Work 2/	130	2	36	8	55	8
899 Miscellaneous Structural Work 2/	51	0	10	16	23	6
MISCELLANEOUS WORK						
904 Trailer Truck Driving	53	0	1	12	36	2
905 Heavy Truck Driving	117	0	4	12	61	2
906 Light Truck Driving	69	5	13	9	30	3
913 Passenger Transportation 2/	50	28	4	6	11	2
915 Parking Lot & Related Service & Work	28	2	15	0	11	0
919 Miscellaneous Transportation Work 2/	10	1	0	2	4	0
920 Packaging	88	70	23	27	4	6
921 Hoisting & Conveying	10	3	3	3	1	0
922 Materials, Moving & Storing 2/	595	106	240	56	162	57
929 Packaging & Materials Handling 2/	106	22	36	8	22	11

Source: ESANS Table 06 Report No. M45-82
1/ Occupational Group with at least 10 Registered Applicants in the Active File

2/ H.E.C. - Not elsewhere classified

ADDITIONAL PLANNING DATA PROJECTIONS

FISCAL YEAR 1978

TABLE 16

	Employed Part-Time For Economic Reasons		
	Consortium	SMSA	City
TOTAL	3,801	3,008	1,679
White Male	1,779	1,401	767
White Female	1,897	1,505	852
Nonwhite Male	48	41	29
Nonwhite Female	77	61	31

	Economically Disadvantaged 18 Years and Over		
	Consortium	SMSA	City
TOTAL	11,194	9,728	6,272
White	10,302	8,947	5,691
Black	771	670	511
Other	121	111	70
Spanish	294	261	227

Of the 10,888 applicants registered at the Brockton Employment Office through December 31, 1976, 44 percent were females and minorities. About 20 percent were 21 and under, accenting the need for services specifically geared to this particular group as many younger workers find that the qualifications and limited experience which they possess do little to qualify them for available job openings. Furthermore, those openings for which they are qualified are of the type which are generally low paying and with little chance for advancement. Table 15 shows that almost four fifths of all applicants had at least 12 years of schooling and about 17 percent had at least some post secondary education. Unfortunately, about 35 percent of all registered applicants did not have a high school diploma and in a tight job market, employers tend to become more selective in their hiring practices.

Barriers to Employment of the Economically Disadvantaged

I. Lack of Suitable Job Openings

A scarcity of meaningful and desirable job openings is an obstacle of paramount importance. Although an abundance of job orders exist at the local Division of Employment Security office, the majority of these positions either involve low pay, unattractive working conditions, or require skills which are not commensurate with applicant qualifications and experience without offering on the job training to compensate for the gap.

II. Skills

The labor force is predominantly composed of both unskilled workers and those with obsolete skills possessing limited education. Too often, they are concentrated in those declining occupational areas in which employment opportunities are limited, and they frequently are stifled by a limited adaptability to ever shifting demand for various skills. A definite need exists for vocational training and adult education to foresee and anticipate future manpower needs and prepare in advance to adequately meet them.

3. Language

Language barriers are a very real problem to a large segment of the Spanish-speaking residents of the Brockton SMSA. An inability to adequately communicate in the English language is a major hinderance in effectively competing for more than the low paying menial jobs often rejected by English speaking workers. To assist in alleviating this situation, more definitive community programs must be established, with greater emphasis on "English as a second language" programs.

4. Lack of Day Care Facilities

Many mothers desirous of entering the labor force are presented with a formidable obstacle in finding adequate day-care facilities for their children. Such facilities must be instituted on a more universal scale at the local and state level as well as privately by companies interested in obtaining qualified female employees. Such day-care facilities within the companies themselves offer optimum convenience to the working mother. Furthermore, sufficiently lucrative jobs must be offered the female worker so as to make it feasible for her to undertake the costs of day-care.

5. Transportation

Low and middle income residents are most often stifled by an absence of private transportation. Many better paying positions outside the area of public transportation become immediately inaccessible and these persons are left to compete for lower paying jobs within their own locale. Furthermore, many evening shift positions, with higher pay scales, are eliminated from consideration as public transportation is not available during these hours.

6. Drug Dependency and Alcoholism

Many Brockton area residents are afflicted by drug and alcohol related problems. Such problems tend to be more prevelant in our area of the country, per capita, than nationally. They result in a segment of the labor force being able to hold a job only sporadically, if at all, and for short periods of time. Drug treatment programs and drop-in centers, although in existence within the area, are of questionable long term value in ameliorating this very real problem.

VII. Labor Supply/Demand Imbalances

A detailed breakdown of the relationship between active job applicants and job openings by occupational category listed with the Division of Employment Security as of December 31, 1976 appears in Table 17. It is interesting to note from this data the extremely tight conditions of the local job market, as in every occupation indicated, a surplus of applicants to openings exists. Also this data indicates that many of the occupations in which a high ratio of applicants to openings exists are predominantly composed of females and typically the largest cluster of applicants are evidenced in those jobs traditionally considered low paying with little or nonexistent upward mobility. However, one might wonder why even as many as 300 jobs should go begging in the midst of such high unemployment and with as many as 7,400 registered job seekers recorded in December 1976 in the Brockton office area. The reasons are myriad and complex. Nevertheless certain explanations are available. Certain types of job vacancies recur with marked predictability. Those, as previously mentioned, are categorized by low pay and little mobility; high turnover positions where employers are hedging for the future by placing jobs orders before the fact in expectation of subsequent openings; specific professions, (e.g. nursing), with inherent persistent problems such as finding staff for inconvenient shifts; competition from the more attractive and financially more rewarding Boston job market (see Table 18 in which a detailed comparison of low, median and high wages for unfilled job openings in professional, technical and managerial occupations is noted for both the Taunton and Boston Job Banks); wages offered, which, in comparison to the education and experience required by an employer in the Brockton area and compared to the going rate for that occupation, make a poor showing (see Table 19); jobs whose unattractive image tend to leave many with a feeling of anathema, (e.g. sewing machine operators); and finally those job in which an actual skill shortage exists.

A further breakout has been prepared (refer to Table 20) to show on a monthly basis how job openings have varied over the past year in each of the major occupational categories. In terms of magnitude alone, workers within the professional, technical and managerial fields as well as in services fared well, as those were the only two job categories in the Taunton Job Bank in which orders actually increased substantially over the year, clearly reflecting the economic structure of the Brockton office area. Greatest contractions in job offerings appeared in the benchwork trades (-106) and clerical and sales occupations (-87).

OCCUPATIONAL GROUP ARRANGEMENT OF TITLES AND CODES

0) PROFESSIONAL, TECHNICAL, AND MANAGERIAL OCCUPATIONS

1)

This category includes occupations concerned with the theoretical or practical aspects of such fields of human endeavor as art, science, engineering, education, medicine, law, business relations and administrative, managerial, and technical work. Most of these occupations require substantial educational preparation (usually at the university, junior college, or technical institute level).

2 CLERICAL AND SALES OCCUPATIONS

This category includes occupations concerned with preparing, transcribing, transferring, systematizing, and preserving written communications and records; collecting accounts; distributing information, and influencing customers in favor of a commodity or service. Includes occupations closely identified with sales transactions even though they do not involve actual participation.

3 SERVICE OCCUPATIONS

This category includes occupations concerned with performing tasks in and around private households; serving individuals in institutions and in commercial and other establishments; and protecting the public against crime, fire, accidents, and acts of war.

4 FARMING, FISHERY, FORESTRY, AND RELATED OCCUPATIONS

This category includes occupations concerned with growing, harvesting, catching, and gathering land and aquatic plant and animal life and the products thereof; and occupations concerned with providing services in support of these activities.

5 PROCESSING OCCUPATIONS

This category includes occupations concerned with refining, mixing, compounding, chemically treating, heat treating, or similarly working materials and products. Knowledge of a process and adherence to formulas or other specifications are required in some degree. Vats, stills, ovens, furnaces, mixing machines, crushers, grinders, and related equipment or machines are usually involved.

6 MACHINE TRADE OCCUPATIONS

This category includes occupations concerned with feeding, tending, operating, controlling, and setting up machines to cut, bore, mill, abrade, print and similarly work such materials as metal, paper, wood and stone. Throughout this category the overall relationship of the worker to the machine is of prime importance. At the more complex levels, the important aspects of the work include understanding machine functions, reading

6 (Continued)

blueprints, making mathematical computations, and exercising judgement to attain conformance to specifications. Coordination of the eyes and hands is the most significant factor at the lower levels. Disassembly, repair, reassembly, installation, and maintenance of machines and mechanical equipment, and weaving, knitting, spinning, and similarly working textiles are included in this category.

7 BENCH WORK OCCUPATIONS

This category includes occupations concerned with the use of body members, handtools, repair, and similarly work relatively small objects and materials, such as jewelry, phonographs, light bulbs, musical instruments, tires, footwear, pottery, and garments. The work is usually performed at a set position in a mill, plant, or shop, at a bench, worktable, or conveyor. At the more complex levels, workers frequently read blueprints, follow patterns, use a variety of handtools, and assume responsibility for meeting standards. Workers at the less complex levels are required to follow standardized procedures.

8 STRUCTURAL WORK OCCUPATIONS

This category includes occupations concerned with fabricating, erecting, installing, paving, painting, repairing, and similarly working structures or structural parts, such as bridges, buildings, roads, motor vehicles, cables, airplane engines, girders, plates, and frames. The work generally occurs outside a factory or shop environment, except for factory production line occupations. Tools used are hand or portable power tools, and such materials as wood, metal, concrete, glass, and clay are involved. Workers are frequently required to have a knowledge of the materials with which they work, e.g., stresses, strains, durability, and resistance to weather.

9 MISCELLANEOUS OCCUPATIONS

This category includes occupations concerned with transportation services; packing and warehousing; utilities; amusement, recreation, and motion picture services; mining and logging; graphic arts; and various miscellaneous activities.

Detailed Composition of Active Job Applicants
Unfilled Job Openings by Occupational Category
Brockton Office Area
December 31, 1976

Table 17

Dot	Occupations	Number Of Applicants 1/ Total Female		Unfilled Job 2/ Openings	Ratio Of Applicants/ Job Openings	Major Characteristics Of the Applicants
	TOTAL	7,427	3,361	316	24/1	
<u>Professional, Tech., Managerial</u>						
003	Electrical Engineering	21	3	1	21/1	48% Veterans
045	Psychology	20	5	2	10/1	40% Veterans
079	Medicine and Health, nec	33	30	9	4/1	91% Female
091	Secondary School Education	37	17	1	37/1	46% Female
092	Primary School & Kindergarten Ed.	43	36	1	43/1	84% Female
160	Accounting and Auditing	37	4	1	37/1	51% Veterans
169	Admin. Specialties, nec	71	40	3	24/1	56% Female
183	Manufacturing Industry Management	24	0	0	-	83% Veterans
187	Service Industry Management	54	11	0	-	50% Veterans
189	Miscellaneous Managerial Work nec	30	1	2	15/1	57% Male
195	Social and Welfare Work	34	18	8	4/1	53% Female
<u>CLERICAL AND SALES</u>						
201	Secretarial Work	105	104	0	-	99% Female
209	Steno., Typing, Filing, & Related Work, nec	197	187	9	22/1	95% Female
210	Bookkeeping	64	60	2	32/1	94% Female
211	Cashiering	55	51	1	55/1	93% Female
213	Automatic Data Processing	43	35	1	43/1	81% Female
219	Computing & Account Recording, nec	225	206	5	45/1	92% Female
222	Clerical Work, Shipping & Receiving	95	14	2	43/1	35% Veterans
223	Stock Checking & Related Work	48	9	3	16/1	38% Under 22
235	Telephone Work	35	34	0	-	97% Female
237	Reception & Info., Dispensing Work	28	27	0	-	96% Female
249	Misc. Clerical Work, nec	20	14	4	5/1	70% Female
250	Saleswork, Real Estate & Insurance	-	19	18	-	-
289	Saleswork, Commodities, nec	95	23	2	48/1	44% Veterans
290	Sales Clerking	78	65	1	78/1	83% Female
299	Misc. Merchandising Work, nec	69	50	0	-	72% Female
<u>SERVICES</u>						
311	Food Serving	182	170	0	-	93% Female
312	Bartending	36	16	0	-	44% Female
313	Cooking, Large Hotels & Restaurants	51	11	3	17/1	87% Male
318	Kitchen Work, nec	54	34	0	-	63% Female
332	Beautician Services	21	21	1	21/1	100% Female
355	Attendant Work, Hosps., Morgues, & Related Health Services	121	107	23	5/1	88% Female
359	Misc. Personal Services, nec	36	35	0	-	97% Female
372	Guard & Related Services	59	1	17	3/1	98% Male
381	Cleaning & Related Services	30	3	1	30/1	43% Under 22
382	Janitorial Services	36	2	0	-	42% Veterans
<u>FARMING, FISHERY, & FORESTRY</u>						
407	Gardening & Groundskeeping	50	1	18	3/1	98% Male

Detailed Composition of Active Job Applicants
Unfilled Job Openings by Occupational Category
Brockton Office Area
December 31, 1976
(Continued)
Table 17

Dot	Occupations	Number Of		Unfilled Job 2/ Openings	Ratio Of Applicants/ Job Openings	Major Characteristics Of the Applicants
		Applicants 1/ Total	Female			
<u>MACHINE TRADES</u>						
600	Machining & Related Work	30	0	4	8/1	100% Male
609	Metal Machining, nec	40	13	1	40/1	30% Under 22
616	Fabricating Machine Work	23	8	2	16/1	65% Male
619	Misc. Metalworking, nec	22	9	4	5/1	55% Male
620	Motorized Vehicle & Engineering Equipment Repairing	110	1	0	-	99% Male
638	Misc. Mach., Inst., & Repairing	-	12	15	-	-
690	Plastics, Synthetics, Rubber & Leather Working	57	42	0	-	74% Female
<u>BENCH WORK</u>						
726	Assembly & Repair of Electronic Components & Accessories, nec	64	47	1	64/1	73% Female
787	Machine Sewing, Nongarment	28	25	5	6/1	89% Female
788	Fabr., & Reair of Footwear	161	82	1	161/1	43% 45 & Over
<u>STRUCTURAL WORK</u>						
804	Sheet Metal Work	24	0	3	8/1	58% Veterans
806	Transp., Equip., Assembling & Related Work	28	0	0	-	100% Male
807	Body Work, Transp., Equipment	20	1	0	-	40% Veterans
810	Arc Welding	45	0	1	45/1	100% Male
824	Lighting Equip., & Building Wiring Assembly, Inst., & Repair, nec	33	0	0	-	42% Veterans
829	Assembly, Inst., & Repair of Electrical Products, nec	24	0	0	-	34% Veterans
840	Const., & Maint., Painting & Related Work	59	1	2	30/1	08% Minority
860	Carpentry & Related Work	125	0	2	63/1	50% Veterans
861	Brick & Stone Masonry & Tile Setting	30	0	0	-	60% Veterans
862	Plumbing, Gas Fitting, Steam Fitting, & Related Work	44	1	2	22/1	98% Male
869	Misc. Construction Work, nec	130	2	0	-	28% Under 22
899	Misc. Structural Work, nec	51	0	2	26/1	45% Veterans
<u>MISCELLANEOUS WORK</u>						
904	Trailer-Truck Driving	53	0	0	-	68% Veterans
905	Heavy Truck Driving	117	0	0	-	100% Male
906	Light Truck Driving	69	5	1	69/1	43% Veterans
913	Passenger Transportation, nec	50	28	0	-	56% Female
915	Parking Lot & Rel., Serv., Work	28	2	0	-	54% Under 22
920	Packaging	88	70	2	44/1	80% Female
922	Materials Moving & Storing, nec	595	106	2	298/1	10% Minority
929	Packaging & Materials Handling, nec	106	22	0	-	79% Male

1/ Source: Table 96 ESARS, December 31, 1976

2/ Open Order Job Bank, December 31, 1976 in Brockton Office Area

Unfilled Job Openings
Including Related Wage Data in
Professional, Technical, and Managerial Occupations
September 30, 1976

Table 18

Major Occupational Category Selected Occupational Group	Taunton Job Bank				Boston Job Bank			
	Number	Weekly Wage Rate			Number	Weekly Wage Rate		
	Unfilled Openings	Low	Median	High	Unfilled Openings	Low	Median	High
003.081 Electronics Engineer	3	\$192	\$250	\$384	50*	\$210	\$301	\$576
005.281 Drafter, Civil	1	180	180	180	2	160	160	160
007.081 Mechanical Engineer	1	211	211	211	12*	192	275	480
007.181 Designer Drafter, Mech., Eng.	5	144	269	317	1	192	192	192
007.187 Engineering Director	2	269	272	274	1	384	384	384
007.281 Mechanical Drafter	1	140	140	140	6	120	157	288
012.187 Manufacturing Engineer	1	230	230	230	5	288	288	346
012.188 Industrial Engineer	5	150	221	230	16	184	269	269
020.081 Technical Specialist	2	192	211	230	1	269	269	269
020.168 Senior Programmer, Computers	3	192	211	230	11	230	254	346
020.188 Programmer Computers	8	153	221	228	19	196	269	346
045.108 Counselor	28	138	185	265	26*	112	192	430
050.088 Economist	1	384	384	384	5	153	230	269
070.108 Physician	1	312	312	312	3*	400	400	400
075.378 Staff Nurse	8	147	185	188	104*	125	198	251
077.168 Staff Dietician	2*	154	154	154	2	200	209	217
078.368 Research Asst., Medical	3	146	150	150	12*	150	174	230
078.381 Laboratory Technician	2	110	128	146	2	134	137	140
079.378 Licensed Practical Nurse	28*	134	146	200	28*	110	162	237
091.228 Teacher, Secondary Education	3	173	176	176	1	175	175	175
092.228 Pre-School Senior Teacher	1	112	112	112	3	133	150	150
099.168 Educational Specialist	1	163	163	163	9	211	237	363
099.228 Instructional Aide	2	105	193	280	8	160	160	160
160.188 Accountant	3	173	230	250	4	172	206	307
162.158 Buyer	1	150	150	150	4	128	249	317
163.118 Marketing Manager	1	576	576	576	9	192	359	423
166.118 Personnel Director	1	384	384	384	2	172	182	192
169.168 Admin., Assistant	3	160	192	230	26*	92	165	197
183.118 Product Control Manager	1	192	192	192	6	230	355	480
183.168 Production Supervisor	1	120	120	120	2	196	233	269
185.168 House Manager	47	137	150	170	11	100	150	346
187.168 Manager, Store	6	90	163	250	39	120	154	250
189.168 Manager Trainer	5	125	140	150	29	130	165	200
195.108 Social Worker	27*	144	185	265	11	138	189	488
195.228 Recreation Aide	2	100	127	153	1	150	150	150

* Includes Out-of-State Openings

Unfilled Job Openings, Taunton Job Bank
December 31, 1976
Brockton Office Area

Table 19

		Education Required in Years				Experience Required in Months			
		Read and Write	12	13-14	15-16	17-18+	Less Than 12	12-23	24-35 36 or More
Dot	Occupations								
003	Electrical Engineering	-	-	-	1	-	-	1	-
007	Mechanical Engineer	-	1	-	-	1	-	1	-
012	Computer Analyst	-	-	-	3	-	-	1	1
014	Executive Assistant	-	1	-	-	-	-	-	1
020	Computer Programing	-	-	2	2	-	-	1	2
045	Psychology	-	2	-	-	-	1	-	1
079	Medicine & Health, nec	-	2	-	-	-	1	1	-
091	Secondary School Education	-	-	-	1	-	1	-	-
092	Primary School & Kind., Ed.	-	1	-	-	-	1	-	-
110	Attorney	-	-	-	-	1	-	-	1
141	Graphic Designer	-	-	-	1	-	-	-	1
143	Photographer	-	-	-	1	-	1	-	-
160	Accounting & Auditing	-	-	1	-	-	-	-	1
163	Marketing Manager	-	-	1	1	-	-	-	2
169	Admin. Specialties, nec	-	3	-	-	-	3	-	-
189	Misc., Managerial Work, nec	1	1	-	-	-	1	1	-
195	Social & Welfare Work	-	1	1	1	-	3	-	-
199	Planning Assistant	-	-	-	1	-	1	-	-
202	Stenographer	-	2	-	-	-	1	-	1
209	Steno., Typing, Filing, & Related Work, nec	-	8	-	-	-	8	-	-
210	Bookkeeping	-	2	-	-	-	-	1	1
211	Cashiering	-	1	-	-	-	1	-	-
213	Automatic Data Processing	1	-	-	-	-	1	-	-
219	Computing & Acct., Recording	-	4	1	-	-	3	1	1
221	Production Clerks	-	-	1	-	-	-	-	1
222	Clerical Work Ship., Rec.	1	1	-	-	-	-	2	-
223	Stock Checking & Rel., Work	-	2	-	-	-	2	-	-
230	Messenger	-	1	-	-	-	1	-	-
249	Misc., Clerical Work, nec	-	2	1	-	-	3	-	-
250	Sales Person, Real Estate	1	4	2	1	-	6	1	-
278	Salesperson Supplies	-	1	-	-	-	1	-	-
289	Salesworker Commodities	-	1	-	-	-	-	-	1
290	Sales Clerking	1	-	-	-	-	1	-	-
303	Housekeeper	1	-	-	-	-	1	-	-
306	Housekeeper, Live-In	-	1	-	-	-	1	-	-
313	Cooking, Large Hotels & Rest.	1	1	-	-	-	-	-	1
321	Domestic Aide	-	1	-	-	-	1	-	-
355	Attendant Work, Hosp., Morgues, & Related Health Services	1	2	-	-	-	3	-	-
363	Dry Cleaner	1	-	-	-	-	1	-	-
365	Shoe Repair Person	1	-	-	-	-	-	1	-
369	Cleaner & Presser	-	1	-	-	-	1	-	-
372	Guard & Related Services	2	1	-	-	-	3	-	-
381	Cleaning & Related Services	1	-	-	-	-	1	-	-
407	Gardening & Grounds Keeper	-	4	-	-	-	4	-	-

Unfilled Job Openings, Taunton Job Bank
December 31, 1976
Brockton Office Area
(Continued)

Table 19

		Education Required in Years				Experience Required in Months			
		Read and Write	12	13-14	15-16	17-18+	Less Than 12	12-23	24-35 36 or More
Dot	Occupations								
500	Wholesale Trade, Durable Good	1	-	-	-	-	-	1	-
559	Chemical Process Oper.	-	1	-	-	-	-	1	-
599	Vacuum Device Main., Person	1	-	-	-	-	1	-	-
600	Machining & Related Work	3	-	-	-	-	1	-	1
601	Tool & Die Maker	1	-	-	-	-	-	-	1
609	Metal Machining, nec	-	1	-	-	-	-	-	1
616	Fabricating Machine Work	1	-	-	-	-	-	1	-
617	Punch Press Operation	1	-	-	-	-	-	-	1
619	Misc., Metalworking, nec	3	-	-	-	-	-	-	1
629	Formica Wrapper	1	-	-	-	-	-	-	1
638	Automated Equip., Engineer	2	-	1	-	-	1	-	1
699	Cutter, Machinist	1	-	-	-	-	-	1	-
704	Engraver	1	-	-	-	-	1	-	-
720	Personal Services	-	1	-	-	-	-	-	1
729	Wire Assembler	-	1	-	-	-	-	-	1
762	Electrical Repair Shops	1	-	-	-	-	1	-	-
785	Seamstress	1	-	-	-	-	1	-	-
787	Mach., Sewing Nongarment	3	-	-	-	-	2	1	-
788	Fabr. & Repair of Footwear	1	-	-	-	-	1	-	-
804	Sheet Metal Work	1	-	-	-	-	-	-	1
809	Metal Fabricating, nec	1	-	-	-	-	-	-	1
810	Arc Welding	1	-	-	-	-	-	-	1
823	Repair of Electronic Communication Equipment	-	1	-	-	-	-	1	-
840	Constr., & Maintenance Painting & Related Work	1	1	-	-	-	-	1	1
852	Concrete Paving	1	-	-	-	-	-	1	-
860	Carpentry & Related Work	1	-	-	-	-	-	-	1
862	Plumbing, Gas Fitting, Steam Fitting & Rel., Work	-	2	-	-	-	1	-	1
899	Misc., Structural Work, nec	1	1	-	-	-	1	-	1
906	Light Truck Driving	-	1	-	-	-	-	-	1
920	Packaging	2	-	-	-	-	2	-	-
922	Materials Moving & Storage, nec	-	2	-	-	-	1	-	1
976	Photo Finisher	-	1	-	-	-	1	-	-

Taunton Job Bank
Comparison of Unfilled Job Openings Last Day Each Month 1976
by Major Occupational Category

Table 20

Occupations Group	Dec.	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Absolute Change Over Year
TOTAL	913	1,006	892	1,825	1,828	1,917	1,823	2,005	2,491	1,834	1,569	921	958	+ 45
Prof., Tech., Managerial	146	139	167	249	257	232	251	296	302	277	254	220	295	+149
Clerical and Sales	230	236	177	204	211	191	187	218	319	172	178	140	143	- 87
Services	144	151	138	455	411	396	523	481	651	418	285	218	216	+ 72
Farming	0	2	0	88	32	12	14	55	186	186	122	16	22	+ 22
Processing	8	8	5	17	35	27	20	36	38	35	20	10	16	+ 8
Machine Trades	72	83	70	127	143	233	157	191	228	186	148	69	82	+ 10
Bench Work	236	295	261	511	610	604	479	508	456	365	362	153	130	-106
Structural Work	52	64	47	73	64	136	139	102	129	89	115	64	36	- 16
Miscellaneous Work	25	28	27	101	65	86	53	118	182	106	85	31	18	- 7

Source: Taunton Job Bank - 1976

VIII. Training Courses

The Comprehensive Employment and Training Act of 1973 (CETA) involves public service employment as well as a series of training programs and services within the Brockton Consortium Area. The Brockton CETA Consortium Area is the same as the **former** Brockton Standard Metropolitan Statistical Area. The Consortium is comprised of the city of Brockton (population 93,280) and the towns of Abington (population 12,992), Bridgewater (population 13,026), East Bridgewater (population 9,374), Hanson (population 8,323), West Bridgewater (population 8,395), also Whitman (Population 13,409), in Plymouth county, the town of Easton (population 14,042) in Bristol County, and the towns of Avon (population 5,097) and Stoughton (population 25,048) in Norfolk County. The Consortium Area is bordered on the north and east by the towns of the Boston SMSA. Total population in the Brockton Consortium Area is 202,986.*

*1973 Census Data



In addition to such courses as drafting and cooking being currently offered, a clerical operations course continues in an on going open-ended basis at Massasoit Community College, along with both a Career Development Program and a Liberal Arts Transfer Credit Hour Program. The following tables represent quarterly summaries of Brockton CETA program participant characteristics broken down for Title I, Title II and Title VI programs. This data addresses itself to the quarterly period from October 31, to December 31, 1976. Additionally, a comparison of wage data of CETA participants before participation and upon entering employment by program is included in Table 21.

A pivotal requirement for successful CETA programs is the development of an effective information system to generate a constant flow of program data to assess the success of these programs in meeting their stated goals, both on a short and long run basis.

Wages of CETA Participants
Before Participation and Upon Entering Employment
October 31, 1976 - December 31, 1976

Table 21

	CETA I		CETA II		CETA VI	
	Before Partici	Upon Entering Employ	Before Partici	Upon Entering Employ	Before Partici	Upon Entering Employ
No. Previous Wage	7	-	1	-	0	-
Less Than \$2.00	3	0	1	0	10	0
\$2.00 - 2.99	11	10	8	0	32	20
3.00 - 3.99	5	16	3	9	38	51
4.00 - 4.99	4	6	5	2	27	30
5.00 - 5.99	2	0	0	9	16	17
6.00 or more	0	0	4	2	15	20

Source: CETA Program Statics Summary

Short term objectives run to such things as reaching significant segments of the population, termination and completion rates, job- placement rates, placement wage rates and wage gains, as well as short run job retention.

Quarterly Summary of
Participant Characteristics - Brockton CETA Program
October 31, 1976 - December 31, 1976
Table 22a

Title I

Characteristics	Total Partici- pants	Terminations	
		Total	Entered Employ.
Total	791	140	32
<u>Sex</u>			
Male	421	71	27
Female	370	69	6
<u>Age</u>			
18 and Under	341	47	10
19 - 21	132	21	9
22 - 44	267	59	13
45 - 54	39	11	1
55 - 64	11	2	0
65 and over	1	0	0
<u>Education</u>			
8 and Under	83	18	2
9 - 11	430	62	15
High School Graduate	234	49	14
Past High School	44	11	2
<u>Family</u>			
AFDC	376	70	11
Public Assistance, Other	11	3	0
Economically Disadvantaged	791	140	33
<u>Ethnic Group</u>			
White	684	120	31
Black	95	18	2
American Indian	6	1	0
Other	6	1	0
<u>Spanish American</u>	31	5	0
<u>Handicapped</u>	60	9	1
<u>Offender</u>	85	13	1

Quarterly Summary of
Participant Characteristics - Brockton CETA Program
October 31, 1976 - December 31, 1976

Table 22b

Title II

Characteristics	Total Partici- pants	Terminations	
		Total	Entered Employ.
Total	481	57	22
<u>Sex</u>			
Male	294	34	15
Female	187	23	7
<u>Age</u>			
18 and Under	13	4	0
19 - 21	43	5	0
22 - 44	325	43	20
45 - 54	65	4	2
55 - 64	31	0	0
65 and over	4	1	0
<u>Education</u>			
8 and Under	34	4	0
9 - 11	106	17	4
High School Graduate	215	21	10
Past High School	126	15	8
<u>Family</u>			
AFDC	107	17	2
Public Assistance, Other	3	0	0
Economically Disadvantaged	336	39	14
<u>Ethnic Group</u>			
White	429	47	20
Black	44	9	1
American Indian	4	0	0
Other	4	1	1
<u>Spanish American</u>	7	2	2
<u>Handicapped</u>	25	3	3
<u>Offender</u>	34	4	2

Quarterly Summary of
Participant Characteristics - Brockton CETA Program
October 31, 1976 - December 31, 1976

Table 22c

Title VI

Characteristics	Total Partici- pants	Terminations	
		Total	Entered Employ.
Total	659	659	138
<u>Sex</u>			
Male	472	472	99
Female	187	187	39
<u>Age</u>			
18 and Under	12	12	2
19 - 21	64	64	9
22 - 44	464	464	102
45 - 54	67	67	15
55 - 64	46	46	11
65 and over	6	6	0
<u>Education</u>			
8 and Under	35	35	8
9 - 11	138	138	24
High School Graduate	298	298	61
Past High School	189	189	45
<u>Family</u>			
AFDC	93	93	23
Public Assistance, Other	3	3	1
Economically Disadvantaged	343	343	91
<u>Ethnic Group</u>			
White	594	594	126
Black	56	56	9
American Indian	3	3	0
Other	6	6	3
<u>Spanish American</u>	7	7	1
<u>Handicapped</u>	10	10	5
<u>Offender</u>	20	20	4

Long term goals should involve an examination of the cost/ effectiveness and an evaluation of program terminees' labor market status and changes in it as well as any changes in their income status to determine how much actual goal achievement has taken place and what factors have contributed to their successful accomplishment. The inclusion of a measure of wage gains taken from the pre-CETA participation and placement wages is helpful and necessary to indicate the degree to which program participation generates wage advances for its participants. It further puts a premium on serving effectively lower wage earners.

Since many job training programs have different starting and ending dates and since many are open-ended while others are closed-ended, any examination system dealing with the hows and whys of program performance is subject to self-evident restraints. Performance scrutiny should be addressed to revealing major program strengths and weaknesses which in themselves would result in further corrective action if necessary. Careful monitoring of such things as the flow of participants into the system, the fiscal management of the delivery system, the types of terminations and results of follow up activities and administration of these programs would result in an on going insight into program efficiency and effectiveness and by utilizing data on the post-program labor market experience of program terminees the achievement of long-range goals can be determined and the factors influencing their accomplishment can be explained. An examination of these goals in terms of their costs should finally enhance the quality and quantity of training programs for fiscal year 1978.

MASS. MA 20.27:979/BR

ANNUAL PLANNING INFORMATION REPORT FISCAL YEAR 1979

JOHN F. HODGMAN, DIRECTOR, AFFILIATED WITH

MASSACHUSETTS DIVISION OF EMPLOYMENT SECURITY,

EMPLOYMENT AND TRAINING ADMINISTRATION, U.S. DEPARTMENT OF LABOR

U OF MASS/AMHERST LIBRARY

GOVERNMENT DOCUMENTS
COLLECTION

AUG 10 1978

UNIVERSITY OF MASSACHUSETTS

BROCKTON SMSA

JOB
SERVICE

ANNUAL PLANNING INFORMATION REPORT

FISCAL YEAR 1979

BROCKTON, MASSACHUSETTS
STANDARD METROPOLITAN STATISTICAL AREA

Prepared by: Kenneth R. Lucas
Labor Market Economist
Labor Area Research Department
Massachusetts Division of
Employment Security
Charles F. Hurley Building
Government Center
Boston, Massachusetts 02114

P R E F A C E

The Annual Planning and Information Report (A.P.R.) is a statistical and analytical report prepared to provide demographic and socio-economic information, anticipated labor market conditions and information on employment developments by occupation and industry. For this particular report the planning information is projected on a fiscal year basis.

This report is intended to contain data and analysis to aid manpower planners in identifying the groups to whom service should be geared, the type of services that would best serve this group and the numbers and types of workers required to meet employer needs.

TABLE OF CONTENTS

	Page
Highlights and Conclusions.....	1
I. Description of Area	
a. Definition of Area.....	2
b. Population and Labor Force Trends.....	2
II. Unemployment Trends and Characteristics.....	8
III. Employment Service Unfilled Job Openings.....	19
IV. Employment Developments and Outlook by Industry.....	33
V. Employment Developments and Outlook by Occupation	
a. Short Term Outlook.....	34
b. Long Term Outlook.....	34
VI. Estimate of Need for Manpower Services	
a. Characteristics of the Economically Disadvantaged	53
b. Barriers to Employment of Economically Disadvantaged	55

LIST OF TABLES

1. Population Brockton SMSA by City and Town.....	4
2. Projected Population by Race, Sex, Age.....	5
3. Labor Force Projections, FY 1979	6
4. Labor Force Employment & Unemployment 1977	7
5. Employment & Unemployment Six Month Moving Average	9

LIST OF TABLES
(continued)

	Page
6. Selected Characteristics of Insured Unemployment.....	10
7. Selected Characteristics of the Insured Unemployed Brockton CETA Area	15
8. Total Benefit Payment by Industry.....	16
9. Selected Characteristics of Insured Unemployed Brockton CETA Area.....	17
10. Unemployment Projections by Race and Sex Fiscal 1978.....	18
11. ES Job Bank Openings April 1978 Taunton Job Bank.....	21
12. ES Job Bank Openings and Percent Distribution April 1978 Taunton Job Bank	22
13. ES Job Bank Openings and Average Pay April 1978 Taunton Job Bank.....	25
14. Job Openings Brockton ES Office (March 1978).....	28
15. Job Openings Received and Filled by Occupation.....	29
16. Characteristics of Applicants of Brockton ES Office by Quarters	31
17. Ranking of Active Applicants, Claimants Job Openings and Jobs Filled by Occupation - First Quarter 1978	32
18. Employment by Major Industry by Month 1976 and 1977.....	35
19. Position Filled and Average Entry Level Per Hour by Quarter	36

LIST OF TABLES
(continued)

	Page
20. Industry Employment Projections	37
21. Total Number of Job Openings, By Occupation During 1974-1985 Period	38
22. Occupations of Applicants in the Active Files in ES Office - December 1977	47
23. Additional Planning Data Projections Fiscal Year 1978	51
24. Economically Disadvantaged 18 Years and Over	51

Highlights and Conclusions

From all appearances fiscal year 1979 should be another year of slow, steady growth that has been the custom in the past few years for the Brockton SMSA. The population is increasing, along with the labor force and the participation rates for every race and both sexes. The largest increase in participation rate for the fiscal year will be among the females. This is not only a phenomenon in Brockton, it is true throughout the United States.

The area that is decreasing and will continue to decrease, by all projections, is the number of unemployed. The area's unemployment rate has also been showing a downward trend which will continue into fiscal 1979.

Most industries within the Brockton SMSA have been showing an increase in employment over the last few years. The levels of employment, however, have not, in many industries, reached the levels achieved during 1973. Many of the individual industries are close to this level and may soon reach or surpass this level.

One of the largest growths in employment has occurred in the service industry, especially among the health workers. Projections are included in the report as to the number of workers that will be needed for many occupations in 1985.

Overall, the outlook for fiscal 1979 for the Brockton SMSA is one of slow, steady growth that the area has been experiencing over the past few years. Barring any major national economic disaster, employment shall increase annually, and the numbers of unemployed shall continue the downward trend.

I. Description of the Brockton Standard Metropolitan Statistical Area

a. Definition of the Area.

A Standard Metropolitan Statistical Area (SMSA) is a geographical area consisting of a central city or cities and the surrounding territory in which there is a concentration of economic activity and in which workers could change their jobs without having to change their residence. In addition, the city must have a population in excess of 90,000 and a certain density of population must be observed. The emphasis on establishing an S.M.S.A. is on commuting patterns between workers' homes and residences. The Brockton SMSA is located in Southeastern Massachusetts. It is comprised of the City of Brockton and the Towns of Bridgewater, East Bridgewater, Halifax, West Bridgewater and Whitman, all in Plymouth County. Within Bristol County, the Town of Easton and within Norfolk County, the Town of Avon are also included in the Brockton SMSA. The Brockton SMSA is bordered on the north and east by the Boston SMSA and on the south by both the Plymouth and the Taunton Labor Market Areas.

The Brockton Consortium, used for CETA purposes, includes the City of Brockton and the Towns of Abington, Avon, Bridgewater, East Bridgewater, Easton, Hanson, Stoughton, West Bridgewater and Whitman.

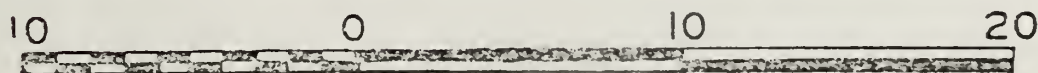
b. Population and Labor Force Characteristics and Trends

Population estimates for fiscal 1979 have been projected for the Brockton SMSA, the Brockton Consortium and the City of Brockton. All three areas show an increase from the 1973 population. The increase is a fairly considerable one in each area. The SMSA has a projected population for fiscal 1979 of 171,180 or an increase of 6.8 percent from the 1973 Bureau of Census count. The increase for the Consortium is posted at 6.7 percent while the city has an increase of 7.8 percent. The population broken down by sex shows a male percentage of 48.7 percent for the SMSA, 48.6 percent for the Consortium and 48.2 percent for the city. The white/nonwhite breakout for the 1979 projection shows a 2.2 percent nonwhite population for the SMSA which is virtually repeated for the Consortium. The city registers a slightly higher nonwhite population of 3.0 percent.

BROCKTON SMSA



MASSACHUSETTS DEPARTMENT OF COMMUNITY AFFAIRS
BUREAU OF REGIONAL PLANNING



as defined by
U. S. Office of Mgmt & Budget
27 April 1973

SCALE IN MILES

Table 1
Population
Brockton SMSA by City and Town

	1970	1973	1975	1979 Est.
Avon	5,295	5,179	5,301	5,558
Brockton	89,040	95,074	95,878	100,529
Bridgewater	12,911	13,256	13,620	14,281
East Bridgewater	8,347	9,471	9,548	10,011
Easton	12,157	13,490	14,221	14,911
Halifax	3,537	4,209	4,775	5,007
West Bridgewater	6,070	6,462	6,442	6,754
Whitman	<u>13,059</u>	<u>13,131</u>	<u>13,475</u>	<u>14,129</u>
Total	<u>150,416</u>	<u>160,272</u>	<u>163,260</u>	<u>171,180</u>

Table 2

Projected Population by Race, Sex, Age
 Brockton, Massachusetts Labor Area
 Fiscal 1979

Age	Total	White	Nonwhite			Spanish American	Minority Total
			Black	Other	Total		
<u>BOTH SEXES</u>							
Under 16	53,471	51,997	1,281	193	1,474	1,304	2,778
16 & over	117,709	115,444	1,859	404	2,263	1,604	3,867
16-19	11,873	11,636	199	38	237	130	367
20-24	12,362	12,129	194	39	233	241	474
25-34	27,273	26,677	520	76	596	517	1,113
35-44	18,607	18,135	349	123	472	501	973
45-54	17,289	16,989	250	50	300	124	424
55-64	14,780	14,523	213	44	257	53	310
65+	15,525	15,357	134	34	168	40	208
<u>MALE</u>							
Under 16	27,084	26,304	639	141	780	712	1,492
16 & over	56,310	55,184	957	169	1,126	806	1,930
16-19	5,934	5,806	114	14	128	84	212
20-24	5,636	5,528	88	20	108	103	211
25-34	13,288	12,999	259	30	289	221	510
35-44	9,605	9,346	203	56	259	286	545
45-54	8,588	8,438	123	27	150	43	193
55-64	7,166	7,054	100	12	112	53	165
65+	6,093	6,013	70	10	80	16	96
<u>FEMALE</u>							
Under 16	26,387	25,693	642	52	694	592	1,286
16 & Over	61,399	60,262	902	235	1,137	800	1,937
16-19	5,939	5,830	85	24	109	46	155
20-24	6,726	6,601	106	19	125	138	263
25-34	13,985	13,678	261	46	307	296	603
35-44	9,002	8,789	146	67	213	215	428
45-54	8,701	8,551	127	23	150	81	231
55-64	7,614	7,469	113	32	145	0	145
65+	9,432	9,344	64	24	88	24	112

Table 3

Labor Force Projections
Fiscal Year 1979
Brockton, Massachusetts SMSA

Category	Population		Labor Force		Participation Rate	
	1970	1979	1970	1979	1970	1979
White Males	47,095	55,543	36,976	46,240	78.5	83.2
16-19	4,790	6,166	2,746	4,708	57.3	76.3
20-24	5,068	5,528	4,002	4,790	79.0	89.2
25-34	8,975	12,998	8,491	12,738	94.6	97.9
35-44	8,473	9,346	7,890	9,080	93.1	97.1
45-64	14,121	15,492	12,229	13,472	86.6	86.9
65+	5,668	6,013	1,618	1,452	28.5	24.1
White Females	51,830	60,662	23,187	32,910	44.7	54.2
16-19	5,143	6,230	2,587	4,853	50.3	77.9
20-24	5,819	6,601	3,205	4,456	55.1	67.5
25-34	9,385	13,678	3,587	7,063	38.2	51.6
35-44	7,945	8,789	4,134	5,530	52.0	62.9
45-64	14,629	16,020	8,604	10,057	58.8	62.7
65+	8,909	9,344	1,070	951	12.0	10.1
Black Males	782	953	525	690	67.1	72.4
16-19	75	110	36	70	48.0	63.6
20-24	115	88	88	72	76.5	82.3
25-34	219	259	168	213	76.7	82.2
35-44	100	203	75	163	75.0	80.2
45-64	199	223	142	159	71.4	71.1
65+	74	70	16	13	21.6	18.0
Black Females	733	921	379	532	51.7	57.7
16-19	73	104	39	75	53.4	72.1
20-24	97	106	64	76	66.0	71.7
25-34	194	261	92	146	47.4	55.9
35-44	122	146	64	83	52.5	56.8
45-64	190	240	106	137	55.8	57.0
65+	57	64	14	14	24.6	21.8
Other Males	143	176	91	112	63.6	63.6
16-19	16	22	0	5	0	22.7
20-24	13	20	3	5	23.1	26.9
25-34	31	31	26	28	83.9	90.3
35-44	49	56	48	54	98.0	96.4
45-64	19	39	8	17	42.1	44.1
65+	15	10	6	3	40.0	32.3
Other Females	208	231	109	129	52.4	55.8
16-19	19	20	14	8	73.7	82.4
20-24	22	19	13	12	59.1	65.1
25-34	48	46	28	31	58.3	67.2
35-44	50	67	34	49	68.0	72.2
45-64	38	55	20	29	52.6	52.4
65+	31	24	0	0	0	0

Table 4

Labor Force Employment and Unemployment
For Brockton Labor Market Area
1977

Period	Labor Force	Employment	Unemployment	Rate
1977				
January	76,464	67,921	8,543	11.2
February	76,841	68,458	8,383	10.9
March	75,450	67,980	7,470	9.9
April	77,160	69,147	8,013	10.4
May	77,002	71,132	5,870	7.6
June	78,812	71,529	7,283	9.2
July	78,511	71,547	6,964	8.9
August	80,228	71,595	8,633	10.8
September	78,572	70,399	8,173	10.4
October	79,476	73,462	6,014	7.6
November	78,552	73,060	5,492	7.0
December	78,839	74,090	4,749	6.0
Annual Average	77,994	70,860	7,134	9.1

Quarterly Averagess

I - 77	76,252	68,120	8,132	10.7
II - 77	77,658	70,603	7,055	9.1
III - 77	79,104	71,180	7,923	10.0
IV - 77	78,956	73,537	5,418	6.9

The labor force projections again show an increase, as could be expected with an increase in population. The increase in labor force from 1970 to 1979 is an increase of 32.1 per cent for the SMSA. The increase in the male labor force was 25.8 per cent as opposed to an increase of 41.8 per cent in the female labor force. There will be, in fiscal 1979, a projected male participation rate of 83 per cent and a projected participation rate for females of 54.3 per cent for the Brockton SMSA. Tables are provided for population, labor force, participation rates with breakouts included for age, sex and race.

II. Unemployment Trends and Characteristics

The projected unemployment rate for fiscal 1979 is 7.1 per cent of the civilian labor force. This projected rate means that the number of unemployed during the fiscal year should average 5724. A table is included giving the breakdown by race and sex of the unemployed. The specific unemployment rate for each of the race and sex categories is also given.

During 1977, the quarterly unemployment rates for the SMSA were higher than the rates posted for the State. For the Brockton SMSA, the highest unemployment rate appeared during the first calendar quarter of the year followed closely by the third quarter. The State unemployment rates were also highest during these same calendar quarters. The lowest quarter for unemployment for both the State and the SMSA was the fourth quarter.

The annual average unemployment rate for the State was lower than the rate for the Brockton SMSA 8.1 per cent as compared to 9.1 per cent. However, projections for fiscal 1979 show that the rates for the Brockton SMSA and the State will be similar.

The highest rate of unemployment during fiscal year 1979 in the SMSA will be found among black females. As indicated in the accompanying table, the unemployment rate for this group is projected to be 20.3 per cent. The lowest rate of unemployment will be found among the white males.

Table 5

Employment and Unemployment Figures
 Six Month Moving Average
 Brockton SMSA, Massachusetts

	Labor Force	Employment	Unemployment	Rate
<u>1977</u>				
January	77,305	69,853	7,452	9.6
February	77,174	69,691	7,483	9.7
March	76,823	69,357	7,466	9.7
April	76,728	69,080	7,648	10.0
May	76,480	69,090	7,390	9.7
June	76,955	69,361	7,594	9.9
July	77,296	69,966	7,330	9.5
August	77,860	70,488	7,372	9.5
September	78,381	70,892	7,489	9.5
October	78,767	71,611	7,156	9.1
November	79,025	71,932	7,093	9.0
December	79,030	72,359	6,671	8.4

The month totals include the previous five months

COMMONWEALTH OF MASSACHUSETTS DIVISION OF EMPLOYMENT SECURITY

TABLE 6

DURATION MOST RECENT SPELL OF UNEMPLOYMENT - ALL PROGRAMS
BROCKTON LABOR AREA

DEC.'77-JAN.'78

	ALL AGES NUMBER	PER.	UNDER 45 YRS.	OVER 45 YRS.	NOT AVAIL
TOTAL	2868	100.0	1813	1055	10
BOTH SEXES	2862	99.8	1807	1055	10
0 - 4 WEEKS	1058	36.9	644	413	-
5 - 9 WEEKS	537	18.7	346	191	-
10-14 WEEKS	317	11.1	192	125	-
15-19 WEEKS	289	10.1	211	77	-
20-24 WEEKS	231	8.1	134	96	10
25-29 WEEKS	143	5.0	86	57	-
30 + WEEKS	288	10.0	193	96	-
MEN	1823	63.6	1200	623	-
0 - 4 WEEKS	663	23.1	413	250	-
5 - 9 WEEKS	392	13.7	259	133	-
10-14 WEEKS	240	8.4	153	86	-
15-19 WEEKS	144	5.0	125	19	-
20-24 WEEKS	154	5.4	86	67	-
25-29 WEEKS	76	2.6	48	28	-
30 + WEEKS	154	5.4	116	38	-
WOMEN	1039	36.2	607	432	10
0 - 4 WEEKS	394	13.7	231	163	-
5 - 9 WEEKS	144	5.0	87	58	-
10-14 WEEKS	77	2.7	39	39	-
15-19 WEEKS	144	5.0	87	58	-
20-24 WEEKS	77	2.7	48	29	10
25-29 WEEKS	67	2.3	39	28	-
30 + WEEKS	134	4.7	77	57	-

COMMONWEALTH OF MASSACHUSETTS DIVISION OF EMPLOYMENT SECURITY

TABLE 6 :

AGE AND AVERAGE WEEKLY EARNINGS OF THE INSURED UNEMPLOYED
BROCKTON LABOR AREA

DEC. '77-JAN. '78.

	TOTAL		MALES		FEMALES	
	NUMBER	PER.	NUMBER	PER.	NUMBER	PER.
TOTAL	2878	100.0	1829	100.0	1048	100.0
AGE GROUPS						
TOTAL	2868	99.7	1829	100.0	1039	99.1
UNDER 20	-	-	-	-	-	-
UNDER 25	688	23.9	447	24.4	241	23.0
25 - 34	818	28.4	567	31.0	250	23.9
35 - 44	308	10.7	192	10.5	116	11.1
45 - 54	423	14.7	289	15.8	134	12.8
55 - 64	317	11.0	144	7.9	173	16.5
65 & OVER	315	10.9	190	10.4	125	11.9
WEEKLY EARN.						
TOTAL	2831	98.4	1792	98.0	1039	99.1
UNDER \$100	547	19.0	181	9.9	366	34.9
\$100-\$149	688	23.9	294	16.1	394	37.6
\$150-\$199	518	18.0	316	17.3	202	19.3
\$200-\$249	379	13.2	331	18.1	48	4.6
\$250-\$299	304	10.6	285	15.6	19	1.8
\$300 +	394	13.7	384	21.0	10	1.0

TABLE 6

BROCKTON LABOR AREA

DEC. '77-JAN. '78

Duration Unemploy.	TOTAL	0-4	5/9	10-14	15-19	20-24	25-29	30+
TOTAL	2878	36.8	18.7	11.0	10.0	8.3	5.0	10.0
OCCUPATION								
PROF, TECH, MGT	327	26.3	17.7	17.4	8.9	14.7	5.8	8.9
CLERICAL/SALES	500	19.2	17.2	11.6	13.4	11.6	9.6	17.4
SERVICES	291	32.0	19.6	16.5	6.5	3.4	6.5	13.4
FARM, FISH, FURS	125	61.6	15.2	8.0	-	-	-	15.2
PROCESSING	10	-	-	-	-	-	100.0	-
MACHINE TRADES	183	36.6	5.5	21.3	15.8	5.5	15.8	-
BENCH WORK	308	53.2	21.8	6.2	6.2	3.2	2.9	6.2
STRUCTURAL	559	40.1	22.2	10.2	10.2	10.2	1.6	5.2
MISC. WORK	577	43.3	19.9	5.0	11.6	8.3	-	11.6
I.N.A.	-	-	-	-	-	-	-	-
INDUSTRY ATTACH.								
MANUFACTURING	919	45.7	15.7	11.5	9.5	6.3	3.2	8.4
CONSTRUCTION	358	46.7	21.5	10.6	5.3	10.6	2.5	2.8
TRANS/UTIL	125	53.6	7.2	23.2	-	8.0	-	8.0
WHOL/RET/TRADE	577	28.2	23.2	11.6	6.8	13.3	3.3	13.3
FIN/INS/R.E.	106	17.9	9.4	-	9.4	17.9	27.5	17.9
SERVICES	380	17.6	17.6	15.0	15.0	5.0	10.3	17.7
GOVERNMENTS	154	18.8	31.2	6.5	6.5	12.3	6.5	18.8
OTHERS	57	66.7	17.5	-	17.5	-	-	-
I.N.A.	201	42.8	19.4	5.0	28.9	-	4.5	-

COMMONWEALTH OF MASSACHUSETTS DIVISION OF EMPLOYMENT SECURITY

TABLE 6

SELECTED CHARACTERISTICS OF INSURED UNEMPLOYED
BROCKTON LABOR AREA

DEC. '77-JAN. '78

	ALL PROGRAMS		REGULAR PRO- GRAMS	TRIGGER. EXTEND. BENEFIT (TREX) NUMBER	FEDERAL SUPP. BENEFIT (FSB) NUMBER	SPEC. UNEMP. ASSIST (SUA) NUMBER
	NUMBER	PERCENT	NUMBER	NUMBER	NUMBER	NUMBER
TOTAL	2878	100.0	2541	221	-	116
AGE						
UNDER 20	-	-	-	-	-	-
UNDER 25	688	23.9	592	58	-	39
25 - 34	818	28.4	721	67	-	29
35 - 44	308	10.7	260	29	-	19
45 - 54	423	14.7	394	19	-	10
55 - 64	317	11.0	297	19	-	-
65 & OVER	315	10.9	267	29	-	19
I.N.A.	10	.3	10	-	-	-
SEX						
MEN	1829	63.6	1598	116	-	116
WOMEN	1048	36.4	943	106	-	-
I.N.A.	-	-	-	-	-	-
ETHNIC GROUP						
WHITE	2801	97.3	2474	211	-	116
NON-WHITE	77	2.7	67	10	-	-
I.N.A.	-	-	-	-	-	-
SPANISH SURNAME	10	.3	-	10	-	-
OCCUPATION						
PROF., TECH., MGT	327	11.4	288	19	-	19
CLERICAL/SALES	500	17.4	423	77	-	-
SERVICES	291	10.1	262	29	-	-
FARM, FISH, FOR.	125	4.3	115	-	-	10
PROCESSING	10	.3	10	-	-	-
MACHINE TRADES	183	6.4	164	10	-	10
BENCH WORK	308	10.7	298	10	-	-
STRUCTURAL	559	19.4	520	39	-	-
MISC. WORK	577	20.0	461	38	-	77
I.N.A.	-	-	-	-	-	-
RECENT DURATION						
0-9 WEEKS	1595	55.4	1527	10	-	58
10-19 WEEKS	605	21.0	538	39	-	29
20-29 WEEKS	384	13.3	355	10	-	19
30 + WEEKS	288	10.0	115	163	-	10

COMMONWEALTH OF MASSACHUSETTS DIVISION OF EMPLOYMENT SECURITY

TABLE 6
CONTINUED -1

	ALL PROGRAMS		REGULAR PRO- GRAMS	TRIGGER. EXTEND. BENEFIT (TREX)	FEDERAL SUPP. BENEFIT (FSB)	SPEC. UNEMP. ASSIST (SUA)
	NUMBER	PERCENT	NUMBER	NUMBER	NUMBER	NUMBER
INDUSTRY ATTACH.						
MANUFACTURING	919	31.9	842	77	-	-
CON. CONSTRUCT	358	12.4	349	10	-	-
TRAN./UTIL.	125	4.3	106	19	-	-
WHOL/RET.TRADE	577	20.0	548	29	-	-
FIN/INS/R.E.	106	3.7	87	19	-	-
SERVICES	380	13.2	323	57	-	-
GOVERNMENTS	154	5.4	87	10	-	58
OTHERS	57	2.0	57	-	-	-
I.N.A.	201	7.0	144	-	-	58
AVE. WEEKLY WAGE						
UNDER \$100	547	19.0	489	48	-	10
\$100 - \$149	688	23.9	592	77	-	19
\$150 - \$199	518	18.0	461	48	-	10
\$200 - \$249	379	13.2	302	19	-	58
\$250 - \$299	304	10.6	304	-	-	-
\$300 OR MORE	394	13.7	345	29	-	19
I.N.A.	47	1.6	47	-	-	-
SEPARATION REASON						
LAYOFF	2503	87.0	2205	202	-	96
QUIT VOL. RET.	10	.3	10	-	-	-
QUIT PREGNANCY	-	-	-	-	-	-
QUIT OTHER	96	3.3	77	10	-	10
DISCHARGES	260	9.0	240	10	-	10
LABOR DISPUTE	-	-	-	-	-	-
OTHER/INA	10	.3	10	-	-	-

Table 7

Selected Characteristics of Insured Unemployed
 Brockton CETA Area
 All Programs
 1977

Occupation	Feb.-March		May-June		Sept.-Oct.	
	Number	Percent	Number	Percent	Number	Percent
Professional, Technical & Managerial	570	10.7	478	12.1	445	15.2
Clerical/Sales	1,163	21.9	990	25.0	726	24.8
Services	407	7.7	422	10.7	223	7.6
Farming, Fishing & Forestry	116	2.2	25	.6	32	1.1
Processing	50	.9	67	1.7	23	.8
Machine Trades	407	7.7	260	6.6	211	7.2
Bench Work	471	8.9	375	9.5	272	9.3
Structural	1,197	22.5	674	17.0	428	14.6
Miscellaneous Work	940	17.7	667	16.9	568	19.4

Table 8

Total Benefit Payments By Industry
February 1978
Brockton SMSA

Category	Percent of All Claims	Male	Female
Total	100.0	100.0	100.0
<u>Manufacturing</u>	23.4	18.4	35.4
Electrical Machinery	(1.9)	(0.9)	(4.3)
Rubber & Plastics	(0.7)	(0.6)	(1.2)
Apparel	(4.0)	(1.2)	(10.6)
Leather	(2.0)	(1.5)	(3.3)
Fabricated Metals	(2.3)	(2.5)	(1.7)
Nonelectrical Machinery	(0.8)	(1.0)	(0.4)
Food	(1.2)	(1.4)	(0.6)
Agriculture, Forestry & Fisheries	2.2	2.9	0.7
Contract Construction	27.8	38.3	2.9
Transportation	9.0	6.4	15.0
Wholesale & Retail Trade	21.8	20.7	24.3
Finance, Insurance & Real Estate	2.4	1.6	4.4
Services	9.0	7.1	13.4
Not Coded	4.4	4.6	3.9

Table 9

Selected Characteristics of Insured Unemployed
Brockton CETA Area
All Programs
1977

	Feb.-March		May-June		Sept.-Oct.	
	Number	Percent	Number	Percent	Number	Percent
Total	5,320	100.0	3,958	100.0	2,929	100.0
Age						
Under 25	1,056	19.8	766	19.4	578	19.7
25-34	1,536	28.9	1,009	25.5	719	24.5
35-44	934	17.6	709	17.9	544	18.6
45-54	635	11.9	608	15.4	502	17.1
55-64	733	13.8	546	13.8	348	11.9
65 and over	409	7.7	309	7.8	219	7.5
Sex						
Men	3,446	64.8	2,166	54.7	1,627	55.5
Women	1,874	35.2	1,792	45.3	1,302	44.5
Ethnic Group						
White	5,200	97.7	3,840	97.0	2,878	98.3
Nonwhite	110	2.1	109	2.8	51	1.7
Spanish Surname	62	1.2	22	.6	-	-
Average Weekly Wage						
Under \$100	1,104	20.8	936	23.6	599	20.5
\$100-\$149	1,353	25.4	1,047	26.5	835	28.5
150- 199	1,030	19.4	787	19.9	528	18.0
200- 249	668	12.6	460	11.6	346	11.8
250- 299	431	8.1	245	6.2	172	5.9
300 or more	607	11.4	461	11.6	404	13.8

Columns may not equal total due to information not available

Table 10

Unemployment Projections
By Race and Sex
Fiscal 1979
Brockton, Massachusetts

Category	Labor Force	Unemployment	Unemployment Rate
<u>SMSA</u>			
White Male	46,240	3,162	6.8
White Female	32,910	2,324	7.0
Black Male	690	101	14.6
Black Female	532	108	20.3
Other Male	112	16	14.2
Other Female	135	11	8.1
Total	80,619	5,724	7.1
 <u>CONSORTIUM</u>			
White Male	57,930	4,043	7.0
White Female	41,351	2,984	7.2
Nonwhite Male	1,069	211	19.7
Nonwhite Female	922	155	16.8
Total	101,272	7,393	7.3

In the table of selected characteristics of the Insured Unemployed, it is noted that the highest age group filing for unemployment benefits during the survey period was the 25-34 age group. Another subdivision of the table illustrates that those employed in the manufacturing industries accounted for 31.9 per cent of the unemployed. One further interesting statistic from this table is the point that the most recent duration of unemployment was highest in the 0-9 weeks category, meaning more claimants have been filing less than ten weeks.

There is also another table included showing the breakdown of payments made by industry during the month of February, 1978 at the Brockton Claims Office. This table will give a breakdown, by two digit S.I.C. codes, of those industries with which claimants for unemployment benefits have had their most recent employment.

III. Employment Service Unfilled Job Openings

The April, 1978 data is the only available data from the Taunton Job Bank since August, 1977. The Taunton Job Bank services the entire Southeastern Massachusetts area. A look at the table will show that 4917 openings were available for the month. The total of all unfilled openings at the end of the month was 2616, while the number of openings unfilled for 30 days or more was 2128.

The largest number of job openings received were for the services industry (18.3%). The leading occupations within this area were attendant work in hospitals and related health services (25.2% of the service position) and food and beverage service (16.6% of the service position). The average wage for the job openings received in the service industry was \$3.46 per hour.

There were 816 jobs received, or 16.6% of the total jobs, in the bench work category. Half of the bench work jobs (50.7%) were in the fabricating and repair of textiles and leather. More specifically, there were 273 jobs as a sewing machine operator with the average wage of \$3.08 per hour. There were also 167 jobs, or 20.5% of the total bench work positions, available in the assembly and repair of electrical equipment field at an average starting pay of \$2.97 per hour.

Other areas with over 10% for their respective percentage of jobs are professional, technical and managerial (15.8%), structural work (14.1%), clerical and sales (12.1%) and miscellaneous (10.2%).

Of the unfilled job openings, the largest percentage of jobs unfilled thirty days or more belonged to the bench work category (20.5%). The leading occupations within this area were fabrication and repair of textiles and leather (44.5% of the bench work total) and assembly and repair of electrical equipment (23.9% of the total).

The next largest category was the professional, technical and managerial fields. Over one-fourth (29.0%) of the total unfilled jobs for thirty days or more were in the medicine and health field.

The reasons for unfilled job openings for more than thirty days may be many. A few of the reasons may be (1) the location of the job may be quite a distance from any available applicants, (2) the pay offered for the position may be lower than adequate pay for the experience required, (3) the obvious lack of an applicant for the opening, (4) the working conditions may be unsuitable (physical plant, hours, pay) and (5) the job opening may not be a valid position.

Also included in this section is a table of job openings received and filled for the Brockton Employment Service Office area for the period October 1, 1977 to March 31, 1978. The figures given are, therefore, a cumulative total from October 1, 1977. However, because of delays or errors either in basic data from interviewers or in computer entry the totals may not be up to date.

TABLE 11-ES JOB BANK OPENINGS IN REPORTING DISTRICTS
BY OCCUPATIONAL CATEGORY
TAUNTON MASSACHUSETTS
APRIL, 1978

OCCUPATIONAL CATEGORY	OPENINGS AVAILABLE										OPENINGS UNFILLED AT MONTH END									
	NUMBER					AVERAGE PAY					TOTAL					UNFILLED 30				
	CURRENT	LAST MONTH	CURRENT	LAST MONTH	CURRENT	LAST MONTH	CURRENT	LAST MONTH	CURRENT	LAST MONTH	CURRENT	LAST MONTH	CURRENT	LAST MONTH	CURRENT	LAST MONTH	CURRENT	LAST MONTH	CURRENT	LAST MONTH
TOTAL, ALL OCCUPATIONS	4,917	INA	\$ 7,683/YR	\$	INA	INA	2,616	INA	2,128	INA	2,128	INA	2,128	INA	2,128	INA	2,128	INA	2,128	INA
PROFESSIONAL, TECHNICAL, AND MANAGERIAL	775	INA	10,072/YR	INA	INA	493	INA	428	INA	428	INA	428	INA	428	INA	428	INA	428	INA	428
CLERICAL AND SALES	595	INA	6,897/YR	INA	INA	297	INA	256	INA	256	INA	256	INA	256	INA	256	INA	256	INA	256
SERVICE	899	INA	3.46/HR	INA	INA	344	INA	258	INA	258	INA	258	INA	258	INA	258	INA	258	INA	258
FARMING, FISHERY, FORESTRY, AND RELATED	173	INA	3.72/HR	INA	INA	61	INA	46	INA	46	INA	46	INA	46	INA	46	INA	46	INA	46
PROCESSING	110	INA	3.30/HR	INA	INA	62	INA	52	INA	52	INA	52	INA	52	INA	52	INA	52	INA	52
MACHINE TRADES	354	INA	3.83/HR	INA	INA	221	INA	180	INA	180	INA	180	INA	180	INA	180	INA	180	INA	180
BENCH WORK	816	INA	3.08/HR	INA	INA	553	INA	436	INA	436	INA	436	INA	436	INA	436	INA	436	INA	436
STRUCTURAL WORK	694	INA	4.13/HR	INA	INA	303	INA	233	INA	233	INA	233	INA	233	INA	233	INA	233	INA	233
MISCELLANEOUS	501	INA	3.22/HR	INA	INA	282	INA	239	INA	239	INA	239	INA	239	INA	239	INA	239	INA	239

TABLE 12 JOB BANK OPENINGS IN REPORTING DISTRICTS
AND PERCENT DISTRIBUTION OF JOB BANK OPENINGS BY SELECTED INDUSTRY GROUP
TAUNTON MASSACHUSETTS
APRIL, 1978

PAGE 1

SELECTED INDUSTRY GROUP	OPENINGS UNFILLED			PERCENT DISTRIBUTION		
	OPENINGS AVAILABLE	30 DAYS OR MORE	AS A % OF	AVAILABLE	UNFILLED	UNFILLED 30
TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL
TOTAL OPENINGS, ALL INDUSTRIES	4,917	2,616	2,128	81.35%	100.00%	100.00%
TOTAL AGRICULTURE, FORESTRY, AND FISHING (01-09)						
AGRICULTURAL PRODUCTION--CROPS (01)	46	18	9	50.00%	.94%	.42%
AGRICULTURAL PRODUCTION--LIVESTOCK (02)	23	8	5	62.50%	44.44%	55.56%
AGRICULTURAL SERVICES (07)	2	1	0	.00%	4.35%	.00%
FISHING, HUNTING, AND TRAPPING (09)	19	7	3	42.86%	41.30%	33.33%
	2	2	1	50.00%	4.35%	11.11%
TOTAL MINING (10-14)						
OIL AND GAS EXTRACTION (13)	2	2	2	100.00%	.04%	.09%
TOTAL CONSTRUCTION (15-17)						
BLDG. CONST.-GEN. CONTR. & OPER. BLDG. (15)	172	97	75	77.32%	3.50%	3.52%
CONST. OTHER THAN BLDG.-GEN. CONTRACT. (16)	79	42	29	69.05%	45.93%	38.67%
CONSTRUCTION--SPECIAL TRADE CONTRACTORS(17)	86	3	3	100.00%	4.07%	4.00%
TOTAL MANUFACTURING (20-39)						
DURABLE GOODS (24,25,32-39)	1,683	1,078	870	30.71%	34.23%	40.88%
LUMBER AND WOOD PROD., EXCEPT FURNITURE(24)	804	546	467	85.53%	47.77%	53.68%
FURNITURE AND FIXTURES (25)	21	2	2	100.00%	2.61%	.43%
STONE, CLAY, GLASS, AND CONCRETE PROD. (32)	4	3	1	33.33%	.50%	.21%
PRIMARY METAL INDUSTRIES (33)	33	20	7	35.00%	4.10%	1.50%
FAB. MET. PRO., EX. MACH.&TRANS. EQUIP.(34)	37	29	23	79.31%	4.60%	4.93%
MACHINERY, EXCEPT ELECTRICAL (35)	113	79	70	88.61%	14.05%	14.99%
ELEC. AND ELEC. MACH., EQUIP., AND SUP.(36)	65	47	44	93.62%	8.08%	9.42%
TRANSPORTATION EQUIPMENT (37)	247	169	154	91.12%	30.72%	32.98%
INSTRUMENTS, OPTICAL GOODS, TIME PIECES(38)	24	13	13	100.00%	2.99%	2.78%
MISCELLANEOUS MANUFACTURING INDUSTRIES (39)	82	75	58	77.33%	10.20%	12.42%
NONDURABLE GOODS (20-23,26-31)	178	109	95	87.16%	22.14%	20.34%
FOOD AND KINDRED PRODUCTS (20)	879	532	403	75.75%	52.23%	46.32%
TEXTILE MILL PRODUCTS (22)	30	12	10	83.33%	3.41%	2.48%
APPAREL AND OTHER FINISHED PROD.,FAB. (23)	103	70	.28	40.00%	11.72%	6.95%
PAPER AND ALLIED PRODUCTS (26)	452	272	211	77.57%	51.42%	52.36%
PRINTING, PUBLISHING, AND ALLIED IND. (27)	47	24	18	75.00%	5.35%	4.47%
CHEMICALS AND ALLIED PRODUCTS (28)	82	56	53	94.64%	9.33%	13.15%
PETROLEUM REFINING AND RELATED IND. (29)	20	8	7	87.50%	2.28%	1.74%
RUBBER AND MISC. PLASTICS PRODUCTS (30)	4	2	2	100.00%	.46%	.50%
LEATHER AND LEATHER PRODUCTS (31)	75	47	39	82.98%	8.53%	9.68%
	66	41	35	85.37%	7.51%	8.68%

MASSACHUSETTS
STATE OF

TABLE 12-TOTAL ES JOB BANK OPENINGS AND AVERAGE PAY
BY SELECTED INDUSTRY GROUP
TAUNTON
MASSACHUSETTS
APRIL, 1978

SELECTED INDUSTRY GROUP	OPENINGS AVAILABLE	OPENINGS UNFILLED	OPENINGS UNFILLED 30 DAYS
TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY
TOTAL TRANS., COMM., ELEC., GAS, SAN. SVC (40-49)			
MOTOR FREIGHT TRANSPORT. AND WAREHOUS. (42)	35	9	\$ 8,655
WATER TRANSPORTATION (44)	1	1	10,400
TRANSPORTATION BY AIR (45)	2	1	12,000
TRANSPORTATION SERVICES (47)	2	2	6,006
COMMUNICATION (48)	2	1	8,185
ELECTRIC, GAS, AND SANITARY SERVICES (+9)	2	1	7,519
			8,798
TOTAL WHOLESALE TRADE (50-51)	130	83	6,215
WHOLESALE TRADE--DURABLE GOODS (50)	54	25	6,916
WHOLESALE TRADE--NONDURABLE GOODS (51)	76	58	5,810
			5,753
TOTAL RETAIL TRADE (52-59)	372	227	7,330
BLDG. MAT., HW, GAR. SUP., MOB.HM DEAL(52)	21	12	6,530
GENERAL MERCHANDISE STORES (53)	23	6	5,919
FOOD STORES (54)	11	6	6,837
AUTOMOTIVE DEALERS AND GAS SVC. STATION(55)	117	85	8,655
APPAREL AND ACCESSORY STORES (56)	9	4	6,084
FURNITURE, HOME FUR. & EQUIP. STORES (57)	18	12	7,624
EATING AND DRINKING PLACES (58)	117	84	6,752
MISCELLANEOUS RETAIL (59)	56	18	6,596
			7,039
TOTAL FINANCE, INSURANCE, AND REAL ESTATE (60-67)	70	53	7,981
BANKING (60)	17	9	5,784
CREDIT AGENCIES OTHER THAN BANKS (61)	6	5	7,167
INSURANCE (63)	31	27	8,363
INSURANCE AGENTS, BROKERS, AND SERVICE (64)	6	6	14,200
REAL ESTATE (65)	10	6	7,285
			7,809
TOTAL SERVICES (70-89)	673	354	7,960
HOTELS, ROOMING HOUSES, CAMPS AND REL. (70)	56	34	6,345
PERSONAL SERVICES (72)	15	10	6,103
BUSINESS SERVICES (73)	42	24	7,218
AUTOMOTIVE REPAIR, SERVICES, & GARAGES (75)	24	18	7,398
MISCELLANEOUS REPAIR SERVICES (76)	10	7	10,227
AMUSEMENT AND RECR. SVC. EXCEPT MOVIES (79)	12	7	6,188
HEALTH SERVICES (80)	380	168	7,978
LEGAL SERVICES (81)	3	2	6,587
EDUCATIONAL SERVICES (82)	70	39	8,425
SOCIAL SERVICES (83)	11	5	9,533
MEMBERSHIP ORGANIZATIONS (86)	6	3	10,196
PRIVATE HOUSEHOLDS (88)	9	8	5,725
			5,751
			8,448
			6,516
			6,007
			7,324
			7,946
			10,487
			5,512
			8,615
			6,760
			9,545
			9,382
			6,993
			5,785
			8,487
			5,863
			7,160
			8,417
			14,200
			7,293
			8,593
			6,339
			5,958
			6,696
			7,421
			9,490
			5,512
			8,911
			6,760
			9,807
			9,228
			6,993
			5,785

TABLE 12-TOTAL ES JOB BANK OPENINGS AND AVERAGE PAY
BY SELECTED INDUSTRY GROUP
TAUNTON
MASSACHUSETTS
APRIL, 1978

SELECTED INDUSTRY GROUP	OPENINGS AVAILABLE		OPENINGS UNFILLED		OPENINGS UNFILLED 30 DAYS
	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY	AVERAGE PAY
TOTAL SERVICES (70-89)	35	\$ 11,346	29	\$ 11,435	\$ 11,753
MISCELLANEOUS SERVICES (89)					
TOTAL PUBLIC ADMINISTRATION (91-97)	1,725	8,195	689	8,278	8,286
EXEC., LEGIS., AND GENL GOVMT, EXC FIN. (91)	2	10,202	1	13,894	13,894
JUSTICE, PUBLIC ORDER, AND SAFETY (92)	13	10,969	9	11,589	11,471
ADMINISTRATION OF HUMAN RESOURCES PGMS. (94)	1,706	8,164	679	8,229	8,236
ADMIN. OF ENVIR. QUAL. & HOUSING PGMS. (95)	2	13,201	0	0	0
ADMINISTRATION OF ECONOMIC PROGRAMS (96)	2	10,463	0	0	0

MASSACHUSETTS
SENATE

TABLE 13--TOTAL ES JOB BANK OPENINGS AND AVERAGE PAY
BY SELECTED INDUSTRY GROUP
TAUNTON
MASSACHUSETTS
APRIL, 1978

SELECTED INDUSTRY GROUP				OPENINGS AVAILABLE		OPENINGS UNFILLED		OPENINGS UNFILLED 30 DAYS	
	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY	
TOTAL OPENINGS, ALL INDUSTRIES	4,917	\$ 7,683	2,616	\$ 7,879	2,128	\$ 7,892			
TOTAL AGRICULTURE, FORESTRY, AND FISHING (01-09)									
AGRICULTURAL PRODUCTION--CROPS (01)	46	6,979	18	8,165	9	8,352			
AGRICULTURAL PRODUCTION--LIVESTOCK (02)	23	6,086	8	6,981	5	6,490			
AGRICULTURAL SERVICES (07)	2	5,512	1	5,512	0	0			
FISHING, HUNTING, AND TRAPPING (09)	19	7,922	7	9,446	3	10,773			
	2	9,745	2	9,745	1	10,400			
TOTAL MINING (10-14)	2	19,256	2	19,256	2	19,256			
OIL AND GAS EXTRACTION (13)	2	19,256	2	19,256	2	19,256			
TOTAL CONSTRUCTION (15-17)	172	9,011	97	9,366	75	9,340			
BLDG. CONST.-GEN. CONTR. & OPER. BLDR. (15)	79	8,783	42	9,194	29	8,905			
CONST. OTHER THAN BLDG.-GEN. CONTRACT. (16)	7	9,470	3	10,400	3	10,400			
CONSTRUCTION--SPECIAL TRADE CONTRACTORS(17)	86	9,182	52	9,445	43	9,560			
TOTAL MANUFACTURING (20-39)	1,683	7,102	1,078	7,392	870	7,343			
DURABLE GOODS (24,25,32-39)									
LUMBER AND WOOD PROD., EXCEPT FURNITURE(24)	804	7,657	546	8,067	467	7,806			
FURNITURE AND FIXTURES (25)	21	6,443	2	8,060	2	8,060			
STONE, CLAY, GLASS, AND CONCRETE PROD. (32)	4	6,760	3	6,933	1	6,760			
PRIMARY METAL INDUSTRIES (33)	33	6,691	20	6,970	7	6,618			
FAB. MET. PRO., EX. MACH.&TRANS. EQUIP.(34)	37	9,416	29	9,780	23	9,944			
MACHINERY, EXCEPT ELECTRICAL (35)	113	6,701	79	6,815	70	6,733			
ELEC. AND ELEC. MACH., EQUIP., AND SUP.(36)	65	8,121	47	8,225	44	8,106			
TRANSPORTATION EQUIPMENT (37)	247	6,631	169	6,778	154	6,829			
INSTRUMENTS, OPTICAL GOODS, TIME PIECES(38)	24	8,335	13	8,132	13	8,132			
MISCELLANEOUS MANUFACTURING INDUSTRIES (39)	82	13,025	75	13,633	58	13,022			
	178	6,989	109	6,941	95	6,489			
NONDURABLE GOODS (20-23,26-31)									
FOOD AND KINDRED PRODUCTS (20)	879	6,597	532	6,703	403	6,812			
TEXTILE MILL PRODUCTS (22)	30	6,985	12	7,462	10	7,644			
APPAREL AND OTHER FINISHED PROD.,FAB. (23)	103	6,689	70	6,360	28	7,539			
PAPER AND ALLIED PRODUCTS (26)	452	6,567	272	6,714	211	6,692			
PRINTING, PUBLISHING, AND ALLIED IND. (27)	47	5,946	24	5,967	18	5,934			
CHEMICALS AND ALLIED PRODUCTS (28)	82	6,658	56	6,836	53	6,776			
PETROLEUM REFINING AND RELATED IND. (29)	20	8,049	8	8,533	7	8,816			
RUBBER AND MISC. PLASTICS PRODUCTS (30)	4	7,670	2	7,660	2	6,760			
LEATHER AND LEATHER PRODUCTS (31)	75	6,623	47	7,030	39	7,235			
	66	6,338	41	6,512	35	6,347			
TOTAL TRANS., COMM., ELEC., GAS, SAN. SVC (40-49)	44	7,509	15	8,645	9	7,147			



SELECTED INDUSTRY GROUP	OPENINGS AVAILABLE		OPENINGS UNFILLED		AS A % OF		PERCENT DISTRIBUTION	
	TOTAL	TOTAL	TOTAL	30 DAYS OR MORE	TOTAL UNFILLED	AVAILABLE	UNFILLED	UNFILLED 30
TOTAL TRANS., COMM., ELEC., GAS, SAN. SVC (40-49)	44	15	9	60.00%	79.55%	89%	57%	42%
MOTOR FREIGHT TRANSPORT AND WAREHOUS. (42)	35	9	6	66.67%	2.27%	79.55%	60.00%	66.67%
WATER TRANSPORTATION (44)	1	1	0	.00%	4.55%	2.27%	6.67%	.00%
TRANSPORTATION BY AIR (45)	2	1	0	.00%	4.55%	4.55%	6.67%	.00%
TRANSPORTATION SERVICES (47)	2	2	1	50.00%	4.55%	4.55%	13.33%	11.11%
COMMUNICATION (48)	2	1	1	100.00%	4.55%	4.55%	6.67%	11.11%
ELECTRIC, GAS, AND SANITARY SERVICES (49)	2	1	1	100.00%	4.55%	4.55%	6.67%	11.11%
TOTAL WHOLESALE TRADE (50-51)	130	83	79	95.18%	2.64%	2.64%	3.17%	3.71%
WHOLESALE TRADE--DURABLE GOODS (50)	54	25	23	92.00%	41.54%	41.54%	30.12%	29.11%
WHOLESALE TRADE--NONDURABLE GOODS (51)	76	58	56	96.55%	58.46%	58.46%	69.88%	70.89%
TOTAL RETAIL TRADE (52-59)	372	227	169	74.45%	7.57%	7.57%	8.68%	7.94%
BLDG. MAT., HW, GAR. SUP., MOB.HM DEAL (52)	21	12	12	100.00%	5.65%	5.65%	5.29%	7.10%
GENERAL MERCHANDISE STORES (53)	23	6	1	16.67%	6.18%	6.18%	2.64%	.59%
FOOD STORES (54)	11	6	3	50.00%	2.96%	2.96%	2.64%	1.78%
AUTOMOTIVE DEALERS AND GAS SVC. STATION (55)	117	85	72	84.71%	31.45%	31.45%	37.44%	42.60%
APPAREL AND ACCESSORY STORES (56)	9	4	3	75.00%	2.42%	2.42%	1.76%	1.78%
FURNITURE, HOME FUR. & EQUIP. STORES (57)	18	12	8	66.67%	4.84%	4.84%	5.29%	4.73%
EATING AND DRINKING PLACES (58)	117	84	55	65.48%	31.45%	31.45%	37.00%	32.54%
MISCELLANEOUS RETAIL (59)	56	18	15	83.33%	15.05%	15.05%	7.93%	8.88%
TOTAL FINANCE, INSURANCE, AND REAL ESTATE (60-67)	70	53	50	94.34%	1.42%	1.42%	2.03%	2.35%
BANKING (60)	17	9	8	88.89%	24.29%	24.29%	16.98%	16.00%
CREDIT AGENCIES OTHER THAN BANKS (61)	6	5	5	100.00%	8.57%	8.57%	9.43%	10.00%
INSURANCE (63)	31	27	27	100.00%	44.29%	44.29%	50.94%	54.00%
INSURANCE AGENTS, BROKERS, AND SERVICE (64)	6	6	6	100.00%	8.57%	8.57%	11.32%	12.00%
REAL ESTATE (65)	10	6	4	66.67%	14.29%	14.29%	11.32%	8.00%
TOTAL SERVICES (70-89)	673	354	270	76.27%	13.69%	13.69%	13.53%	12.69%
HOTELS, ROOMING HOUSES, CAMPS AND REL. (70)	56	34	24	70.59%	8.32%	8.32%	9.60%	8.89%
PERSONAL SERVICES (72)	15	10	7	70.00%	2.23%	2.23%	2.82%	2.59%
BUSINESS SERVICES (73)	42	24	15	62.50%	6.24%	6.24%	6.78%	5.56%
AUTOMOTIVE REPAIR, SERVICES, & GARAGES (75)	24	18	9	50.00%	3.57%	3.57%	5.08%	3.33%
MISCELLANEOUS REPAIR SERVICES (76)	10	7	5	71.43%	1.49%	1.49%	1.98%	1.85%
AMUSEMENT AND RECR. SVC. EXCEPT MOVIES (79)	12	7	7	100.00%	1.78%	1.78%	1.98%	2.59%
HEALTH SERVICES (80)	380	168	142	84.52%	56.46%	56.46%	47.46%	52.59%
LEGAL SERVICES (81)	3	2	1	50.00%	.45%	.45%	.56%	.37%

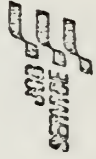


TABLE 13--ES JOB BANK OPENINGS IN REPORTING DISTRICTS
AND PERCENT DISTRIBUTION OF JOB BANK OPENINGS BY SELECTED INDUSTRY GROUP
TAUNTON
MASSACHUSETTS
APRIL, 1978

PAGE 3

SELECTED INDUSTRY GROUP	OPENINGS AVAILABLE		OPENINGS UNFILLED		AS A % OF		PERCENT DISTRIBUTION	
	TOTAL	TOTAL	TOTAL	30 DAYS OR MORE	TOTAL UNFILLED	AVAILABLE	UNFILLED	OF OPENINGS
TOTAL SERVICES (70-89)	70	39	20	51.28%	10.40%	11.02%	7.41%	
EDUCATIONAL SERVICES (82)	11	5	4	80.00%	1.63%	1.41%	1.48%	
SOCIAL SERVICES (83)	6	3	3	100.00%	.89%	.85%	1.11%	
MEMBERSHIP ORGANIZATIONS (86)	9	8	7	87.50%	1.34%	2.26%	2.59%	
PRIVATE HOUSEHOLDS (88)	35	29	26	89.66%	5.20%	8.19%	9.63%	
MISCELLANEOUS SERVICES (89)								
TOTAL PUBLIC ADMINISTRATION (91-97)	1,725	689	595	86.36%	35.08%	26.34%	27.96%	
EXEC., LEGIS., AND GENL GOVMT, EXC FIN. (91)	2	1	1	100.00%	.12%	.15%	.17%	
JUSTICE, PUBLIC ORDER, AND SAFETY (92)	13	9	8	88.89%	.75%	1.31%	1.34%	
ADMINISTRATION OF HUMAN RESOURCES PGMS. (94)	1,706	679	586	86.30%	98.90%	98.55%	98.49%	
ADMIN. OF ENVIR. QUAL. & HOUSING PGMS. (95)	2	0	0	.00%	.12%	.00%	.00%	
ADMINISTRATION OF ECONOMIC PROGRAMS (96)	2	0	0	.00%	.12%	.00%	.00%	

MASSACHUSETTS
DEPARTMENT OF
LABOR

TABLE 14
JCS OPENINGS

03/31/78 MASSACHUSETTS LOFF 2138 TABLE

ITEM NO	ITEM	TOTAL AND AG NONAG	NONAGRICULTURAL OVER 150 DAYS	4 TO 150 DAYS	3 DAYS OR LESS	OVER 150 DAYS	4 TO 150 DAYS	3 DAYS OR LESS	AGRICULTURAL 3 TO 150 DAYS	4 TO 150 DAYS	3 DAYS OR LESS	APPREN- TICE- SHIP	CETA/ OJT	CETA/ PSE	CETA/ WORK EXP	WIN/ OJT	WIN/ PSE
A	B	O	D	E	F	G	H	I	J	K	L	M	N	O			
07010	UNFILLED OPENINGS AS OF LAST DAY PREV FISCAL YEAR	1703	1304	45	3	4	342	0	0	0	338	0	0	0	0	0	0
07015	ORDERS RECEIVED	1402	1322	22	40	5	12	1	0	0	539	0	0	0	0	0	0
07020	OPENINGS RECEIVED FISCAL YEAR	3749	2742	93	295	10	615	4	0	0	1111	0	0	0	0	0	0
07025	EMPLOYMENT SERVICE	3749	2742	93	295	10	615	4	0	0	1111	0	0	0	0	0	0
07030	OTHER AGENCIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
07031	CETA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
07040	OPENINGS RESULT OF JOB DEVELOPMENT	224	200	21	3	0	0	0	0	0	0	0	0	0	0	0	0
07045	ORDERS CLOSED	1503	1432	23	43	4	5	1	0	0	499	0	0	0	0	0	0
07050	OPENINGS FILLED OR CANCELLED	3233	2663	91	203	6	66	4	0	0	1042	0	0	0	0	0	0
07055	FILLED	2171	1872	54	171	4	66	4	0	0	800	0	0	0	0	0	0
07060	EMPLOYMENT SERVICE	2171	1872	54	171	4	66	4	0	0	800	0	0	0	0	0	0
07065	OTHER AGENCIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
07066	CETA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
07067	OTHER STATE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
07070	CANCELLED	1062	991	37	32	2	0	0	0	0	242	0	0	0	0	0	0
07105	UNFILLED OPENINGS AT END OF PERIOD	2219	1183	47	90	8	891	0	0	0	407	0	0	0	0	0	0
LOCAL OFFICE 2138 REPORT NO MAS-49																	
MONTHLY YEAR TO DATE FOR PERIOD ENDING 03/31/78												PAGE 001					

TABLE 15

JUL OPENINGS RECEIVED AND FILLED BY OCCUPATIONAL CATEGORY AND HOURLY WAGE RATE

MASSACHUSETTS

LOFF 2138

TABLE

ITEM NO	ITEM	TOTAL	UNDER \$2.30	\$2.30- \$2.64	\$2.65- \$2.99	\$3.00- \$3.49	\$3.50- \$3.99	\$4.00- \$4.49	\$4.50- \$4.99	\$5.00- \$5.49	\$5.50 & AVERAGE	OTHER*	
A	B	C	D	E	F	G	H	I	J	K	L	M	N
OPENINGS RECEIVED													
B07010	TOTAL	3749	765	505	660	614	504	432	146	41	81	3.12	1
B07015	0-1 PROF TECH MGR	350	1	13	6	65	94	84	50	10	27	4.22	0
B07020	20-24 CLERICAL	623	79	61	207	157	93	13	5	2	5	3.03	1
B07025	25-29 SALES	332	1	161	137	12	13	1	0	5	2	2.71	0
B07030	30 DOMESTIC	5	2	0	2	5	0	0	0	0	0	2.53	0
B07035	31-39 OTHER SERV	691	34	161	103	85	177	48	23	0	5	3.10	0
B07040	4 FARM F & F	636	592	0	13	30	0	1	0	0	0	2.07	0
B07045	5 PROCESSING	26	0	0	9	7	2	0	3	3	2	3.65	0
B07050	6 MACHINE TRADES	125	0	12	18	29	11	16	6	9	24	3.93	0
B07055	7 BENCH WORK	97	0	5	47	27	9	2	2	4	1	3.06	0
B07060	8 STRUCTURAL	193	0	13	7	43	41	61	13	2	13	3.95	0
B07065	90-91 MOTOR FRGT, TRANSP	51	0	9	3	11	10	8	6	4	0	3.57	0
B07070	92 PKG MTRL HNDL	584	6	54	103	142	47	193	37	1	1	3.43	0
B07075	93-97 OTHER	32	0	16	0	1	7	5	1	1	1	3.93	0
OPENINGS FILLED													
B07085	TOTAL	2171	153	461	396	433	341	240	102	13	30	3.19	2
B07090	0-1 PROF TECH MGR	219	1	4	5	60	56	49	34	4	6	4.03	0
B07095	20-24 CLERICAL	353	47	46	79	102	73	5	1	2	2	3.04	1
B07100	25-29 SALES	293	0	153	129	5	4	1	0	0	1	2.57	0
B07105	30 DOMESTIC	13	6	1	2	4	0	0	0	0	0	2.06	0
B07110	31-39 OTHER SERV	502	51	148	57	62	133	27	22	0	2	3.12	0
B07115	4 FARM F & F	73	43	0	0	27	0	3	0	0	0	2.54	0
B07120	5 PROCESSING	12	0	1	3	4	0	0	1	1	1	3.51	1
B07125	6 MACHINE TRADES	73	0	17	17	13	8	3	3	3	9	3.55	0
B07130	7 BENCH WORK	57	0	7	32	10	6	1	0	0	1	2.80	0
B07135	8 STRUCTURAL	153	0	9	5	48	22	55	7	0	7	3.76	0
B07140	90-91 MOTOR FRGT, TRANSP	25	0	3	1	6	6	5	2	2	0	3.62	0
B07145	92 PKG MTRL HNDL	370	5	56	65	92	30	83	32	1	1	3.34	0
B07150	93-97 OTHER	23	0	16	1	0	3	3	0	0	0	2.96	0
*1 OTHER INCLUDES WAGES NOT PAID ON A MONTHLY YEAR TO DATE													
LOCAL OFFICE 2138													
REPORT NO MA5-455													
FOR PERIOD ENDING 03/31/73													
PAGE 001													

TABLE 15
JOB OPENINGS RECEIVED AND FILLED BY OCCUPATION AND SPECIFIED TYPES
03/31/78 MASSACHUSETTS

TABLE

MONTHLY YEAR TO DATE
FOR PERIOD ENDING 03/31/78 PAGE 001

Table 16

Characteristics of Applicants of Brockton E.S. Office
Brockton, Massachusetts

Characteristics of Applicants	Jan.-Mar. 1977	Apr.-June 1977	July-Sept. 1977	Oct.-Dec. 1977	Jan.-Mar. 1978
Age					
Under 20	477	585	793	567	384
20-24	832	669	716	672	566
25-29	558	393	434	402	402
30-39	552	434	519	485	432
40-54	451	406	425	399	317
55-64	178	151	178	150	110
65+	25	23	26	34	29
Sex					
Male	1,887	1,448	1,767	1,530	1,306
Female	1,191	1,212	1,325	1,179	934
Highest Grade of School Completed					
0- 7	62	42	77	75	43
8-11	763	710	965	783	585
12	1,520	1,205	1,375	1,211	1,122
over 12	733	1,205	675	640	490
Residence					
Urban	2,733	2,279	2,638	2,335	1,964
Rural	345	381	454	374	276
Ethnic Group					
Black	2,927	2,501	2,850	2,464	2,104
American Indian	130	135	182	163	92
Other	2	1	1	2	4
Spanish Heritage	18	21	53	75	38
Veteran	32	32	40	45	36
Economically Disadvantaged	684	452	498	416	364
Food Stamp	483	394	655	469	309
Total Applicants	221	185	225	100	64
	3,078	2,660	3,092	2,709	2,240

Table 17
Ranking of Active Applicants, Claimants
Job Openings and Jobs Filled by Occupation
First Quarter 1978

	Rank as Percentage of Job Applicants in Active File	Rank as Percentage of Insured Unemployed on Unemployment Compensation	Rank as Percentage of Job Vacancies Listed	Rank as Percentage of Mandatory Listings (Federal Government Contractors)	Rank as Percentage of Total Job Vacancies Filled	Rank as Percentage of Job Vacancies in Occupational Field Filled
Professional, Technical Managerial	3	4	4	5	4	5
Clerical and Sales	1	3	1	1	1	3
Services	4	6	2	3	2	2
Farming, Fishing, Forestry	9	8	9	8	9	9
Processing	8	9	8	9	8	8
Machine Trades	6	7	6	4	6	6
Bench Work	7	5	7	7	7	7
Structural Work	5	2	5	6	5	1
Miscellaneous	2	1	3	2	3	4

IV. Employment Developments and Outlook by Industry

Nonagricultural wage and salary for the Brockton SMSA increased from last year's average by 3.4 per cent. The annual average nonagricultural wage and salary employment figure for 1977 was 51,300. Of that total 11,900 were employed in the manufacturing sector. The remaining 76.8 per cent of the total were, naturally, employed in the nonmanufacturing industries in the area. The manufacturing sector accounts for 23.2 per cent of the nonagricultural wage and salary. This is down from the 1970 percentage when 30.3 per cent of all nonfarm payrolls were represented by manufacturing. However, the 1977 percentage is a slight increase from the 1976 figure of 22.9 per cent. From all appearances it seems that manufacturing employment as a percentage of all nonfarm employment will remain at or around this level for the immediate future.

Over the year 1976 to 1977, the number employed in manufacturing increased by 3.8 per cent. The durable goods sector led the increase. It, in itself, increased by 6.6 per cent. Leading the individual sectors within the durable goods area was that of electrical machinery with a 16.0 per cent increase in employment. The fabricated metals employment was close behind with an increase of 13.1 per cent for the year. Included in those areas with a double digit increase was the instruments sector with an 11.3 per cent increase. Other industries in the durable goods sector showing an increase in employment during the year were lumber and wood, furniture and fixtures and transportation equipment. All of these industries, although showing an increase for the year, have not regained the employment levels reached during 1973. Assuming that the national economy continues along at the rate it has been, all these industries should continue to grow at a slow, steady pace.

Among the nondurable goods sector the leading industry in growth, percentage-wise, was the textile industry with a 10.4 per cent increase over the year. Following the textile industry was the apparel industry with a 7.2 per cent increase in employment. With two exceptions, all of the industries in the nondurable goods sector (leather and leather goods, food processing, paper and misc. mfg.) showed increases. The printing and the rubber and plastics industries showed decreases over the year.

In the nonmanufacturing sectors all industries, with the exception of one, showed increases from 1976 to 1977. Leading all of these industries was service industry employment with a 7.3 per cent increase. Close behind was the transportation, communication and public utilities industry with a 7.2 per cent increase.

These two industries could well be expected to increase in employment with an increase in population. The other area with a large increase was the wholesale and retail trade industry with a 6.0 per cent increase. The lone industry showing a loss was the construction area. This industry has been taking a steady beating for a few years. The decrease for the year was 2.2 per cent. Hopefully with the modernization and renewal projects currently planned or in progress in downtown Brockton, this floundering industry can make some progress toward a brighter future.

V. Employment Developments and Outlook by Occupation

a. Short Term Outlook

One of the indicators available for analysis of the jobs currently available within the SMSA is the ESARS (Employment Service Automated Reporting System) table describing positions filled. This table has been broken down for the last five quarters and is included in this section. An explanation is necessary before using this table. The placements made for seasonal farmworkers are included in farming, forestry and fishing giving very high figures during two of the quarters.

Most of the job openings filled are in either the clerical; professional, technical, and managerial; packaging and material handling or service sectors. The packaging and material handling category accounts for almost one-fourth of all the positions filled (with the exception of farming, forestry and fishing). The service industry and the packaging and material handling industry are among the leaders in increasing employment within the Brockton SMSA.

b. Long Term Outlook - Occupational Projections to 1985

In order to calculate occupational projections it was first necessary to project employment for industry groups. A model developed by the Bureau of Labor Statistics was employed to make these industry projections. The occupational projections for areas with a population under 250,000 were then prepared using the following method of a single "Balance of State" matrix. The balance of State matrix was developed by subtracting the 1970 major area matrices (Boston, Worcester and Springfield) from the 1970 state matrix. The BOS (balance of state) matrix was then updated to 1974 and projected to 1985 by applying to each cell a national change factor calculated from the corresponding cells in the national matrix. Next, the staffing patterns for 1970, 1974 and 1985 were applied to each industry.

Table 18

Employment By Major Industry By Month
 Brockton SMSA
 (Figures in 000's)

<u>1977</u>	Jan.	Feb.	Mar.	April	May	June	July	August	Sept.	Oct.	Nov	Dec.	Ann. Avg.
Nonagricultural Total	49.7	50.1	50.1	50.8	50.8	51.3	51.1	51.6	51.8	52.7	53.1	52.9	51.3
Manufacturing Total	11.7	11.9	11.9	11.9	11.8	12.1	11.6	12.1	12.0	12.1	12.2	12.0	11.9
Durable	4.8	4.9	4.9	4.9	4.9	5.0	4.7	4.9	4.9	4.9	5.0	5.0	4.9
Nondurable	6.9	7.0	7.0	7.0	6.9	7.1	6.9	7.2	7.1	7.2	7.2	7.0	7.0
Leather & Leather Goods	2.3	2.3	2.3	2.3	2.2	2.3	2.2	2.4	2.4	2.4	2.4	2.4	2.3
Other Nondurable	4.6	4.7	4.7	4.7	4.7	4.8	4.7	4.8	4.7	4.8	4.8	4.6	4.7
Contract Const.	1.2	1.2	1.2	1.4	1.5	1.6	1.6	1.7	1.7	1.7	1.6	1.5	1.5
Trans. & Utilities	3.7	3.7	3.8	3.7	3.7	3.7	3.9	3.9	4.0	4.0	4.0	4.0	3.8
Whole. & Ret Trade	14.1	13.9	13.7	14.1	14.0	14.0	14.2	14.1	14.4	14.5	14.7	14.8	14.2
Fin., Ins., & R. E.	1.7	1.7	1.8	1.8	1.8	1.8	1.9	1.9	1.8	1.9	1.9	1.8	1.8
Services	8.1	8.2	8.3	8.4	8.6	8.6	8.6	8.6	8.4	8.6	8.7	8.7	8.5
Government Total	9.2	9.5	9.4	9.5	9.4	9.5	9.3	9.3	9.5	9.9	10.0	10.1	9.6
<u>1976</u>													
Nonagricultural Total	49.2	49.5	50.0	49.7	49.6	50.3	49.2	49.3	50.2	50.9	51.6	51.1	50.1
Manufacturing	11.4	11.6	11.5	11.6	11.6	11.8	11.3	11.5	11.6	11.6	11.9	11.7	11.6
Durable	4.5	4.5	4.6	4.6	4.6	4.7	4.4	4.5	4.6	4.6	4.8	4.8	4.6
Nondurable	6.9	7.1	6.9	7.0	7.0	7.1	6.9	7.0	7.0	7.0	7.1	6.9	7.0
Leather & Acc.	2.5	2.6	2.5	2.3	2.2	2.2	2.3	2.3	2.3	2.3	2.3	2.3	2.3
Other Nondurable	4.4	4.5	4.4	4.7	4.8	4.9	4.6	4.7	4.7	4.7	4.8	4.6	4.7
Contract Const.	1.2	1.2	1.2	1.4	1.5	1.7	1.7	1.7	1.7	1.7	1.7	1.6	1.5
Transp. & Utilities	3.7	3.6	3.6	3.5	3.5	3.5	3.6	3.6	3.8	3.8	3.8	3.8	3.7
Whole. & Ret. Trade	14.5	14.4	14.4	13.7	13.8	13.9	13.9	13.9	14.1	14.3	14.5	14.6	14.2
Fin., Ins. & R. E.	1.7	1.7	1.7	1.7	1.7	1.7	1.8	1.8	1.7	1.7	1.8	1.7	1.7
Services	7.7	7.7	7.9	8.1	7.9	8.0	7.9	7.8	7.8	8.1	8.2	8.2	7.9
Government Total	9.0	9.3	9.7	9.7	9.6	9.7	9.0	9.0	9.5	9.7	9.7	9.5	9.5

Table 19

Position Filled and Average Entry Level Wage Per Hour
By Quarter
Brockton DES Office

	1st Qtr. 1977		2nd Qtr. 1977		3rd Qtr. 1977		4th Qtr. 1977		1st Qtr. 1978	
	Number	Wage	Number	Wage	Number	Wage	Number	Wage	Number	Wage
Total	2638	2.40	770	2.93	3856	2.39	1271	3.10	900	3.32
Professional Technical and Managerial	40	3.99	63	4.10	95	4.18	117	4.17	102	3.87
Clerical	136	2.86	71	2.95	214	2.74	193	3.01	165	3.08
Sales	23	2.75	9	3.23	35	2.89	198	2.51	95	2.70
Domestic	22	1.45	40	1.43	38	1.82	11	1.88	2	3.05
Other Services	216	2.41	59	2.46	326	3.16	291	2.83	211	3.52
Farming, Fishing, Forestry	1935	2.30	48	2.23	2550	1.97	51	2.66	22	2.26
Processing	8	3.75	11	3.11	12	3.37	6	3.90	6	3.12
Mech. Trades	21	3.63	21	2.91	56	3.19	45	3.43	28	3.74
Bench Work	7	3.25	27	2.68	32	2.74	44	2.81	13	3.12
Structural	24	4.11	65	4.34	71	4.16	108	3.82	45	3.62
Motor Freight Transportation	14	3.53	78	2.84	66	3.03	13	3.72	12	3.51
Packaging, Material Handling	171	2.45	271	2.74	331	3.03	179	3.30	191	3.38
Other	21	2.52	7	3.68	40	1.93	19	2.79	4	3.77

Table 20

Industry Employment Projections
Brockton SMSA

Occupations	Employment		Labor Demand		
			1974 - 1985		
	1974	1985	Total Demand	Due to Growth	Due to Separation
TOTAL	55,084	61,803	32,336	6,719	25,617
Professional, Technical and Kindred	6,594	7,659	4,079	1,065	3,014
Managers	5,866	6,851	3,106	985	2,121
Sales Workers	3,680	4,354	2,500	674	1,826
Clerical Workers	9,835	11,773	8,857	1,938	6,919
Crafts and Kindred Workers	8,686	9,486	3,022	800	2,222
Operatives	10,195	10,211	4,009	16	3,993
Service Workers	7,699	8,812	5,975	1,113	4,862
Laborers, except Farm	2,267	2,484	767	217	550
Farmers and Farm Workers	262	173	21	- 89	110

Note: May not add to totals due to rounding.

TABLE 21

TOTAL NUMBER OF JOB OPENINGS, BY OCCUPATION
DURING 1974 - 1985 PERIOD
BROCKTON SMSA

OCCUPATIONS	Employ- ment 1974	Employ- ment 1985	Labor Demand 1974 - 1985		
			Total Demand	Due to Growth	Due to Separations
TOTAL, ALL OCCUPATIONS	55,084	61,803	32,336	6,719	25,617
Professional, Technical, Kindred	6,594	7,659	4,079	1,065	3,014
Engineers, Technical	739	833	226	94	132
Engineers, Aero-Astronautical	*	*	*	*	*
Engineers, Chemical	*	*	*	*	*
Engineers, Civil	134	156	55	22	33
Engineers, Electrical	203	225	44	22	22
Engineers, Industrial	146	164	51	18	33
Engineers, Mechanical	164	188	57	24	33
Engineers, Metallurgical	0	0	0	0	0
Engineers, Mining	0	0	0	0	0
Engineers, Petroleum	0	0	0	0	0
Engineers, Sales	24	25	1	1	0
Engineers, Other	53	59	17	6	11
Life & Physical Scientists	70	80	32	10	22
Agricultural Scientists	0	0	0	0	0
Atmospheric, Space Scientists	0	0	0	0	0
Biological Scientists	*	*	*	*	*
Chemists	58	66	30	8	22
Geologists	0	0	0	0	0
Marine Scientists	0	0	0	0	0
Physicists & Astronomers	*	*	*	*	*
Life, Physical Scientists, N.E.C.	0	0	0	0	0
Mathematical Specialists	23	30	18	7	11
Actuaries	21	28	18	7	11
Mathematicians	0	0	0	0	0
Statisticians	*	*	*	*	*
Engineers, Science Technicians	608	741	243	133	110
Agricultural & Biological Technicians, Except Health	*	*	*	*	*
Chemical Technicians	*	*	*	*	*
Drafters	279	336	112	57	55
Electrical & Electronic Technicians	171	207	58	36	22
Industrial Engineering Technicians	18	21	3	3	0
Mathematical Technicians	0	0	0	0	0
Mechanical Engineering Technicians	*	*	*	*	*
Surveyors	32	39	18	7	11
Engineering, Science Technicians, N.E.C.	88	106	40	18	22
Medical Workers, Except Technicians	1,109	1,389	1,061	280	781
Chiropractors	0	0	0	0	0
Dentists	49	69	42	20	22
Dietitians	28	28	22	0	22
Optometrists	*	*	*	*	*
Pharmacists	108	118	54	10	44
Physicians, M. D. Osteopaths	107	143	91	36	55
Podiatrists	0	0	0	0	0
Registered Nurses	729	886	729	157	572
Therapists	83	136	119	53	66
Veterinarians	0	0	0	0	0
Other Medical & Health Workers	0	0	0	0	0

TABLE 21 (Continued)

BROCKTON SMSA

O C C U P A T I O N S	Employ- ment 1974	Employ- ment 1985	Labor Demand 1974 - 1985		
			Total Demand	Due to Growth	Due to Separations
Health Technologists & Technicians	269	397	370	128	242
Clinical Lab. Technologists & Technicians	110	132	99	22	77
Dental Hygienists	32	65	88	33	55
Health Record Technologists & Technicians	15	25	32	10	22
Radiological Technologists & Technicians	53	66	57	13	44
Therapy Assistants	15	34	30	19	11
Other Health Technologists & Technicians	44	75	64	31	33
Technicians, Except Health	71	106	46	35	11
Airplane Pilots	0	0	0	0	0
Air Traffic Controllers	11	11	0	0	0
Embalmers	*	*	*	*	*
Flight Engineers	0	0	0	0	0
Radio Operators	14	17	3	3	0
Tool Programmers, Numerical	*	*	*	*	*
Other Technicians, Except Health	40	72	43	32	11
Computer Specialists	180	227	91	47	44
Computer Programmers	104	128	57	24	33
Computer Systems Analysts	61	84	34	23	11
Other Computer Specialists	15	15	0	0	0
Social Scientists	60	78	29	18	11
Economists	20	27	7	7	0
Political Scientists	0	0	0	0	0
Psychologists	40	51	22	11	11
Sociologists	0	0	0	0	0
Urban & Regional Planners	0	0	0	0	0
Other Social Scientists	0	0	0	0	0
Teachers	1,515	1,472	760	-43	803
Adult Education Teachers	31	37	17	6	11
College & University Teachers	160	160	44	0	44
Elementary School Teachers	500	520	372	20	352
Preschool & Kindergarten Teachers	99	104	71	5	66
Secondary School Teachers	583	494	153	-89	242
Teachers, N.E.C., Except Colleges & Universities	142	157	103	15	88
Writers, Artists, & Entertainers	534	679	365	145	220
Actors	0	0	0	0	0
Athletes & Kindred Workers	24	33	20	9	11
Authors	15	11	-4	-4	0
Dancers	0	0	0	0	0
Designers	167	204	92	37	55
Editors & Reporters	73	98	69	25	44
Musicians & Composers	52	65	35	13	22
Painters & Sculptors	63	80	50	17	33
Photographers	53	63	21	10	11
Public Relations Specialist	42	56	36	14	22
Radio & TV Announcers	*	*	*	*	*
Writers, Artists, & Entertainers, N.E.C.	38	62	46	24	22
Other Professional & Technical	1,416	1,627	838	211	627
Accountants	577	598	241	21	220
Architects	27	33	17	6	11
Archivists & Curators	0	0	0	0	0
Clergy	112	125	68	13	55
Religious, Except Clergy	20	24	15	4	11
Farm Management Advisors	0	0	0	0	0

TABLE 21 (Continued))

BROCKTON SMSA

O C C U P A T I O N S	Employ- ment 1974	Employ- ment 1985	Labor Demand 1974 - 1985		
			Total Demand	Due to Growth	Due to Separations
Foresters & Conservationists	12	16	4	4	0
Home Management Advisors	0	0	0	0	0
Judges	*	*	*	*	*
Lawyers	129	135	72	6	66
Librarians	76	83	62	7	55
Operations, Systems Research	67	122	66	55	11
Personnel Labor Relations	122	139	61	17	44
Research Workers, N.E.C.	20	33	24	13	11
Recreation Workers	80	98	62	18	44
Social Workers	111	122	77	11	66
Vocational, Education Counselors	59	95	69	36	33
Managers, Officials, & Proprietors	5,866	6,851	3,106	985	2,121
Buyers, Sales, & Loan Managers	1,166	1,571	834	405	429
Bank, Financial Managers	260	342	181	82	99
Credit Managers	48	68	42	20	22
Buyers, Shippers, Farm Products	*	*	*	*	*
Buyers, Wholesale, Retail	121	180	125	59	66
Purchasing Agents, Buyers, N.E.C.	93	118	58	25	33
Sales Manager, Retail Trade	425	592	321	167	154
Sales Manager, Except Retail Trade	214	264	105	50	55
Administrators, Public Inspectors	517	625	361	108	253
Assessors, Controllers, Local Public Administration	*	*	*	*	*
Construction Inspectors, Public Administration	11	12	12	1	11
Health Administrators	148	196	136	48	88
Inspectors, Except Construction, Public Admin.	60	72	34	12	22
Officials & Administrators, Public Admin.	155	161	72	6	66
Postmasters & Mail Superintendents	18	14	7	-4	11
School Administrators, College	45	71	48	26	22
School Administrators, Elementary & Secondary	78	97	52	19	33
Other Managers, Officials, & Proprietors	4,183	4,655	1,911	472	1,439
Funeral Directors	28	28	11	0	11
Managers, Superintendents, Building	28	35	29	7	22
Office Managers, N.E.C.	214	272	67	58	9
Officers, Pilots, Purser, Ship	0	0	0	0	0
Officials of Lodges, Unions	31	32	12	1	11
Railroad Conductors	22	43	32	21	11
Restaurant, Cafe & Bar Managers	465	485	174	20	154
Other Managers & Administrators, N.E.C.	3,395	3,760	1,586	365	1,221
Sales Workers	3,680	4,354	2,500	674	1,826
Advertising Agents, Sales Workers	36	49	35	13	22
Auctioneers	0	0	0	0	0
Demonstrators	27	39	34	12	22
Hucksters & Peddlers	101	130	84	29	55
Insurance Agents, Brokers, etc.	409	516	272	107	165
Newspaper Carriers & Vendors	40	37	8	-3	11
Real Estate Agents, Brokers	159	164	93	5	88
Stock & Bond Sales Agents	49	45	18	-4	22
Sales & Sales Workers, N.E.C.	2,859	3,374	1,956	515	1,441

TABLE 21 (Continued)

BROCKTON SMSA

OCCUPATIONS	Employ- ment 1974	Employ- ment 1985	Labor Demand 1974 - 1985		
			Total Demand	Due to Growth	Due to Separations
Clerical Workers	9,835	11,773	8,857	1,938	6,919
Stenographers, Typists & Secretaries	2,659	3,403	3,241	744	2,497
Secretaries, Legal	104	117	112	13	99
Secretaries, Medical	74	105	108	31	77
Secretaries, Other	1,798	2,404	2,344	606	1,738
Stenographers	39	24	7	-15	22
Typists	644	753	670	109	561
Office Machine Operators	527	508	245	-19	264
Bookkeeping, Billing Operators	39	32	15	-7	22
Calculating Machine Operators	19	13	5	-6	11
Computer, Peripheral Equipment Operators	133	166	66	33	33
Duplicating Machine Operators	*	*	*	*	*
Key punch Operators	251	200	103	-51	154
Tabulating Machine Operators	0	0	0	0	0
Other Office Machine Operators	76	84	52	8	44
Other Clerical Workers	6,649	7,862	5,371	1,213	4,158
Bank Tellers	206	247	195	41	154
Billing Clerks	92	145	141	53	88
Bookkeepers	1,270	1,312	944	42	902
Cashiers	808	928	714	120	594
Clerical Assistants, Social Welfare	0	0	0	0	0
Clerical Supervisors, N.E.C.	146	177	108	31	77
Collectors, Bill & Account	25	25	11	0	11
Counter Clerks, Except Food	229	278	214	49	165
Dispatchers, Starters, Vehicle	35	44	20	9	11
Enumerators & Interviewers	19	15	7	-4	11
Estimators, Investigators, N.E.C.	231	262	152	31	121
Expeditors, Production Controllers	113	141	72	28	44
File Clerks	158	167	130	9	121
Insurance Adjusters & Examiners	169	224	121	55	66
Library Attendants & Assistants	99	115	93	16	77
Mail Carriers, Post Office	192	181	22	-11	33
Mail Handlers, Except Post Office	82	118	80	36	44
Messengers & Office Helpers	20	24	15	4	11
Meter Readers, Utilities	45	40	6	-5	11
Payroll, Time Keeping Clerks	94	103	75	9	66
Postal Clerks	221	209	54	-12	66
Proofreaders	20	26	28	6	22
Real Estate Appraisers	27	31	26	4	22
Receptionist	166	203	191	37	154
Shipping, Receiving Clerks	472	551	222	79	143
Statistical Clerks	128	139	99	11	88
Stock Clerks, Storekeepers	281	350	179	69	110
Teachers' Aides, Except Monitors	78	135	101	57	44
Telegraph Messengers	0	0	0	0	0
Telegraph Operators	*	*	*	*	*
Telephone Operators	335	271	156	-64	220
Ticket Station & Express Agents	61	62	23	1	22
Weighers	13	16	14	3	11
Miscellaneous Clerical Workers, N.E.C.	811	1,323	1,161	512	649

TABLE 21 (Continued)
BROCKTON SMSA

OCCUPATIONS	Employ- ment 1974	Employ- ment 1985	Labor Demand 1974 - 1985		
			Total Demand	Due to Growth	Due to Separations
Craft & Kindred Workers	8,686	9,486	3,022	800	2,222
Construction Crafts Workers	2,348	2,618	842	270	572
Carpenters & Apprentices	771	830	268	59	209
Brick & Stonemasons & Apprentices	77	84	18	7	11
Bulldozer Operators	33	46	24	13	11
Cement & Concrete Finishers	*	*	*	*	*
Electricians & Apprentices	446	493	135	47	88
Excavating, Grading & Machine Operators	106	143	59	37	22
Floor Layers, Except Tile Setters	14	14	0	0	0
Painters & Apprentices	289	284	83	-5	88
Paperhangers	*	*	*	*	*
Plasterers & Apprentices	*	*	*	*	*
Plumbers, Pipefitters & Apprentices	375	449	173	74	99
Roofers & Slaters	89	116	49	27	22
Structural Metal Craft Workers	67	85	29	18	11
Tilsetters	56	48	3	-8	11
Blue-Collar Worker Supervisors, N.E.C.	1,173	1,305	484	132	352
Metalworking Craft Workers, Except Mechanics	945	954	218	9	209
Blacksmiths	0	0	0	0	0
Boilermakers	19	29	21	10	11
Heat Treaters, Annealers, & Temperers	*	*	*	*	*
Forge & Hammer Operators	10	11	1	1	0
Job & Die Setters, Metal	26	29	14	3	11
Machinists & Apprentices	403	399	84	-4	88
Millwrights	29	26	8	-3	11
Molders & Apprentices, Metal	91	82	13	-9	22
Pattern & Model Makers	45	29	-5	-16	11
Rollers & Finishers, Metal	11	11	0	0	0
Sheetmetal Workers & Apprentices	197	208	44	11	33
Tool & Die Makers & Apprentices	111	127	38	16	22
Mechanics, Repairers, & Installers	2,035	2,432	804	397	407
Air Cond., Heating, & Refrig. Mechanics & Repairers	246	328	126	82	44
Aircraft Mechanics	40	30	-10	-10	0
Auto Accessories Installers	0	0	0	0	0
Auto Body Repairers	130	121	2	-9	11
Auto Mechanics & Apprentices	625	733	229	108	121
Data Processing Machine Repairers	57	93	47	36	11
Farm Implement Mechanics	13	24	11	11	0
Heavy Equipment Mechanics Including Diesel	375	425	138	50	88
Household Appliance Mechanics	143	157	47	14	33
Loom Fixers	*	*	*	*	*
Office Machine Repairers	52	91	50	39	11
Radio & Television Repairers	148	215	100	67	33
Railroad & Car Shop Repairers	16	27	22	11	11
Other Mechanics & Apprentices	186	181	39	-5	44
Printing Trade Craft Workers	369	378	119	9	110
Bookbinders	17	18	10	1	9
Composition & Typesetters	169	149	35	-20	55
Electrotypers & Stereotypers	*	*	*	*	*
Engravers, Except Photoengravers	0	0	0	0	0
Photoengravers & Lithographers	34	39	16	5	11
Pressmen, Plate Printers & Apprentices	142	168	59	26	33

TABLE 21 (Continued)
BROCKTON SMSA

OCCUPATIONS	Employ- ment 1974	Employ- ment 1985	Labor Demand 1974 - 1985		
			Total Demand	Due to Growth	Due to Separations
Transportation, Public Utility Crafts	439	411	5	-28	33
Electric Power Line Installers & Repairers	72	74	13	2	11
Locomotive Engineers	0	0	0	0	0
Locomotive Engineers Helpers	0	0	0	0	0
Power Station Operators	18	15	-3	-3	0
Telephone Installers & Repairers	305	289	6	-16	22
Telephone Line Installers & Splicers	44	33	-11	-11	0
Other Crafts, Kindred Workers	1,377	1,388	550	11	539
Bakers	121	112	53	9	44
Cabinetmakers	73	73	22	0	22
Carpet Installers	55	64	9	9	0
Crane, Derrick, & Hoist Operators	79	86	29	7	22
Decorators & Window Dressers	44	47	25	3	22
Dental Laboratory Technicians	33	26	4	-7	11
Furniture & Wood Finishers	12	11	-1	-1	0
Furriers	0	0	0	0	0
Glaziers	47	70	34	23	11
Inspectors, Log & Lumber	0	0	0	0	0
Inspectors, Other	54	60	28	6	22
Jewelers & Watchmakers	22	23	12	1	11
Millers, Grain, Flour, Feed	0	0	0	0	0
Motion Picture Projectionists	0	0	0	0	0
Opticians, Lens Grinders & Polishers	53	100	69	47	22
Piano & Organ Tuners & Repairers	11	14	14	3	11
Shipfitters	350	373	188	23	165
Shoe Repairers	63	30	0	-33	33
Sign Painters & Letterers	*	*	*	*	*
Stationary Engineers	118	112	38	-6	44
Stone Cutters & Stone Carvers	0	0	0	0	0
Tailors	42	34	14	-8	22
Upholsterers	22	25	14	3	11
Craft & Kindred Workers, N.E.C.	174	124	16	-50	66
Operatives	10,195	10,211	4,009	16	3,993
Operatives, Except Transportation	8,145	8,046	3,454	-99	3,553
Semiskilled Metal Working	860	864	268	4	264
Drill Press Operators	49	52	25	3	22
Furnace Tenders, Smelters, & Pourers, Metal	24	23	10	-1	11
Grinding Machine Operatives	67	66	21	-1	22
Heaters, Metal	0	0	0	0	0
Lathe & Milling Machine Operatives	115	114	32	-1	33
Metal Platers	17	20	3	3	0
Other Precision Machine Operatives	71	70	21	-1	22
Punch & Stamping Press Operatives	72	58	8	-14	22
Solderers	83	55	16	-28	44
Welders & Flame Cutters	362	406	132	44	88
Semiskilled Textile	272	227	76	-45	121
Carding, Lapping, & Combing Operatives	0	0	0	0	0
Knitters, Loopers, & Toppers	25	19	5	-6	11
Spinners, Twisters, & Winders	21	23	13	2	11
Weavers	112	75	19	-37	55
Other Textile Operatives	114	110	40	-4	44

TABLE 21 (Continued)
BROCKTON S4SA

O C C U P A T I O N S	Employ- ment 1974	Employ- ment 1985	Labor Demand 1974 - 1985		
			Total Demand	Due to Growth	Due to Separations
Semiskilled Packing, Inspecting	1,127	1,261	739	134	605
Checkers, Examiners, & Inspectors, Mfg.	453	544	322	91	231
Graders & Sorters, Manufacturing	40	33	15	-7	22
Meat Wrappers, Retail Trade	52	66	47	14	33
Packers & Wrappers, Except Meat & Produce	579	613	353	34	319
Produce Graders & Packers, Except Factory & Farm	*	*	*	*	*
Other Operatives, Except Transportation	5,886	5,694	2,371	-192	2,563
Asbestos & Insulation Workers	39	56	28	17	11
Assemblers	885	1,055	643	170	473
Blasters	0	0	0	0	0
Bottling & Canning Operatives	24	22	9	-2	11
Surveyor Helpers	*	*	*	*	*
Clothing Ironers & Pressers	107	66	3	-41	44
Cutting Operatives, N.E.C.	169	165	73	-4	77
Dressmakers, Except Factory	42	34	25	-8	33
Drillers, Earth	13	16	3	3	0
Dry Wall Installers, & Lathers	111	114	14	3	11
Dyers	26	30	15	4	11
Filers, Polishers, Sanders, & Buffers	38	32	5	-6	11
Garage Workers & Gas Station Attendants	142	133	13	-9	22
Laundry & Dry Cleaning Operatives, N.E.C.	125	140	92	15	77
Meat Cutters & Butchers, Except Mfg.	227	226	76	-1	77
Meat Cutters, Butchers	*	*	*	*	*
Milliners	0	0	0	0	0
Mine Operatives, N.E.C.	0	0	0	0	0
Mixing Operatives	60	47	-2	-13	11
Oilers & Greasers, Except Auto	13	9	-4	-4	0
Painters, Manufactured Articles	122	112	23	-10	33
Photographic Process Workers	58	69	44	11	33
Riveters & Fasteners	28	24	7	-4	11
Sailors & Deckhands	*	*	*	*	*
Sawyers	30	36	17	6	11
Sewers & Stitchers	799	698	405	-101	506
Shoemaking Machine Operatives	489	304	35	-185	220
Furnace Tenders & Stokers, Except Metal	52	45	15	-7	22
Winding Operatives, N.E.C.	33	35	13	2	11
Miscellaneous Machine Operatives	944	916	324	-28	352
Operatives, N.E.C.	1,295	1,293	493	-2	495
Transportation Equipment Operatives	2,050	2,165	555	115	440
Boat Operators	0	0	0	0	0
Bus Drivers	333	350	138	17	121
Conductors & Operators, Urban Rail Transit	11	11	0	0	0
Delivery & Route Workers	462	497	123	35	88
Fork Lift & Tow Motor Operators	151	176	47	25	22
Rail Vehicle Operators, N.E.C.	0	0	0	0	0
Parking Attendants	*	*	*	*	*
Railroad Brake Operators	15	11	-4	-4	0
Railroad Switch Operators	*	*	*	*	*
Taxicab Drivers & Chauffeurs	88	93	38	5	33
Truck Drivers	981	1,015	210	34	176
Service Workers	7,699	8,812	5,975	1,113	4,862
Cleaning Service Workers	960	1,117	751	157	594
Lodging Quarters Cleaners, Except Private Household	61	72	66	11	55
Building Interior Cleaners, N.E.C.	284	379	304	95	209
Janitors & Sextons	615	666	381	51	330

TABLE 21 (Continued)

BROCKTON SMSA

O C C U P A T I O N S	Employ- ment 1974	Employ- ment 1985	Labor Demand 1974 - 1985		
			Total Demand	Due to Growth	Due to Separations
Food Service Workers	3,522	3,880	2,426	358	2,068
Bartenders	192	219	115	27	88
Waiter's Assistants	45	47	13	2	11
Cooks, Except Private	716	839	464	123	341
Dishwashers	180	199	96	19	77
Food Counter & Fountain Workers	589	626	389	37	352
Waiters	1,393	1,508	1,061	115	946
Food Workers, N.E.C., Except Private	407	442	288	35	253
Health Service Workers	1,445	2,064	1,928	619	1,309
Dental Assistants	104	143	149	39	110
Health Aides, Except Nursing	92	127	123	35	88
Health Trainees	*	*	*	*	*
Lay Midwives	0	0	0	0	0
Nursing Aides, Orderlies, & Attendants	870	1,233	1,089	363	726
Practical Nurses	376	560	569	184	385
Personal Service Workers	637	678	481	41	440
Flight Attendants	0	0	0	0	0
Attendants, Recreation & Amusement	33	32	21	-1	22
Attendants, Personal Service, N.E.C.	20	22	24	2	22
Baggage Porters & Bellhops	*	*	*	*	*
Barbers	92	58	-1	-34	33
Boarding & Lodging Housekeepers	0	0	0	0	0
Bootblacks	0	0	0	0	0
Child Care Workers, Except Private	50	83	88	33	55
Elevator Operators	*	*	*	*	*
Hairdressers, Cosmetologists	327	370	296	43	253
Housekeepers, Except Private	74	76	46	2	44
School Monitors	*	*	*	*	*
Ushers, Recreation & Amusement	*	*	*	*	*
Welfare Service Aides	12	16	15	4	11
Protective & Service Workers	983	988	357	5	352
Crossing Guards & Bridgetenders	40	41	34	1	33
Fire Fighters	248	250	46	2	44
Guards	330	291	159	-39	198
Marshals & Constables	*	*	*	*	*
Police & Detectives	341	382	107	41	66
Sheriffs & Bailiffs	16	16	11	0	11
Private Household Workers	152	85	32	-67	99
Child Care Workers	49	25	9	-24	33
Cooks, Private	*	*	*	*	*
Housekeepers, Private	*	*	*	*	*
Launderers, Private Household	0	0	0	0	0
Cleaners & Servants, Private Household	89	52	29	-37	66
Laborers, Except Farm	2,267	2,484	767	217	550
Animal Caretakers, Except Farm	57	83	59	26	33
Carpenters, Helpers	31	29	-2	-2	0
Construction Laborers, Exc..Carpenter's.Help.. . . .	422	438	82	16	66
Fishers, Hunters, & Trappers	*	*	*	*	*
Freight, Material Handlers	313	317	70	4	66

TABLE 21 (Continued)
BROCKTON SMSA

OCCUPATIONS	Employ- ment 1974	Employ- ment 1985	Labor Demand 1974 - 1985		
			Total Demand	Due to Growth	Due to Separations
Garbage Collectors	44	53	20	9	11
Gardeners & Groundskeepers, Except Farm	295	337	174	42	132
Longshore Workers & Stevedores	11	22	11	11	0
Timbercutting & Logging Workers	*	*	*	*	*
Stock Handlers	734	874	294	140	154
Teamsters	0	0	0	0	0
Vehicle Washers & Equipment Cleaners	56	53	8	-3	11
Warehouse Laborers, N.E.C.	131	116	7	-15	22
Other Laborers	167	156	44	-11	55
Farmers & Farm Workers	262	173	21	-89	110
Farmers & Farm Managers	98	65	11	-33	44
Farmers (Owners & Tenants)	90	56	10	-34	44
Farm Managers	*	*	*	*	*
Farm Laborers, Farm Supervisors	164	108	10	-56	66
Farm Labor Supervisors	14	11	8	-3	11
Farm Laborers, Wage Workers	111	65	-13	-46	33
Farm Laborers, Unpaid Family	39	32	15	-7	22
Farm Laborers, Self-Employed	0	0	0	0	0

* Employment figures suppressed for industries with less than 10 employees in both time periods.

**THE COMMONWEALTH OF MASSACHUSETTS
DIVISION OF EMPLOYMENT SECURITY**

December 1977
Brockton

Source: ES/NIS Table 90 Report No. MAS-02
 1/ Occupational Group with at least 20
 File
 2/ N.E.C. -- Not elsewhere classified
 Form 0233-B2 New 0/76

Table 22 (continued)

THE COMMONWEALTH OF MASSACHUSETTS
DIVISION OF EMPLOYMENT SECURITY

OCCUPATIONS OF APPLICANTS IN THE ACTIVE FILES IN EMPLOYMENT SERVICE OFFICE, BY SELECTED CHARACTERISTICS

December 1977

Brockton

SELECTED OCCUPATIONAL GROUP 1/	ALL	APPLICANT CHARACTERISTICS			
		FEMALE	AGE		VETERAN
			Under 22	15 and Over	
Clerical and Sales Work (continued)					
289 Sales Work Commodities 2/	80	20	11	15	26
290 Sales Clerking	94	79	25	20	6
299 Misc. Merchandising Work 2/	40	30	2	6	4
Services					
311 Food Serving	221	201	54	26	5
312 Bartending	40	22	3	5	11
313 Cooking, Large Hotels & Restaurants	42	6	3	6	15
314 Cooking, Small Hotels & Restaurants	29	6	16	3	9
315 Misc. Cooking Except Domestic	23	6	6	6	10
318 Kitchen Work 2/	47	31	21	12	5
332 Beautician Services	28	14	3	1	1
355 Attendant Work, Hospitals, Morgues, & Rel. Health Services	171	25	37	15	12
359 Misc. Personal Services 2/	41	37	7	3	2
363 Pressing Service	20	15	3	2	0
372 Guard and Related Services	58	5	9	11	37
381 Cleaning and Related Services	39	5	19	6	4
382 Janitorial Services	32	1	9	10	10
Farming, Fishery, Forestry and Related Work					
407 Gardening and Groundskeeping	35	0	12	2	3
Processing					
529 Processing Food and Related Products 2/	25	23	0	19	3

Source: ESAS Table 98 Report No. MA5-02
 1/ Occupational Group with at least 20 Registered Applicants in the Active File
 2/ H.E.C. -- Not elsewhere classified
 Form 0233-B2 Rev 8-76

OCCUPATIONS OF APPLICANTS IN THE ACTIVE FILES IN EMPLOYMENT SERVICE OFFICE, BY SELECTED CHARACTERISTICS

December 1977

Brockton

Table 22 (continued)

SELECTED OCCUPATIONAL GROUP 1/	ALL	FEMALE	APPLICANT CHARACTERISTICS			
			AGE		VETERAN	MINORITY
			Under 22	45 and over		
<u>Machining Trades</u>						
600 Machining and Related Work	30	0	8	7	11	1
609 Metal Machining 2/	51	31	14	10	5	5
619 Misc. Metal Working 2/	40	13	9	11	5	13
620 Motorized Vehicle & Engineering Equipment Repair	87	1	17	12	33	3
690 Plastics, Synthetics, Rubber and Leather Working	31	21	2	9	4	4
<u>Bench Work</u>						
706 Metal Unit Assembling and Adjusting 2/	24	20	8	5	0	4
726 Assembly & Repair of Electronic Components & Accessories 2/	64	52	9	15	5	6
787 Machine Sewing, NonGarment	28	25	3	5	0	7
<u>Structural Work</u>						
806 Transportation Equipment Assembling and Related Work	25	0	1	4	9	1
807 Body Work, Transportation Equipment	28	2	6	1	4	1
810 Arc Welding	40	1	10	4	16	2
824 Lighting Equipment & Building Wiring Assembly Installation and Repair 2/	26	0	1	2	12	2
840 Construction and Maintenance Painting and Related Work	58	2	9	10	19	4
860 Carpentry & Related Work	106	0	6	17	45	3
861 Brick & Stone Masonry and Tile Setting	31	0	2	6	16	1
862 Plumbing, Gas Fitting, Steam Fitting & Related Work	44	1	4	5	16	1
869 Misc. Construction Work 2/	100	2	28	13	30	5
899 Misc. Structural Work 2/	53	0	7	14	28	2
<u>Miscellaneous Work</u>						
904 Trailer Truck Driving	70	0	5	17	43	5
905 Heavy Truck Driving	99	0	6	17	51	2
906 Light Truck Driving	66	1	10	9	30	3

Source: ES/MS Table 00 Report No. MA5-02
1/ Occupational Group with at least 20 Registered Applicants in the Active File

2/ H.E.C. -- Not otherwise classified

Form 0233 D2 Rev 8 76

THE COMMONWEALTH OF MASSACHUSETTS
DIVISION OF EMPLOYMENT SECURITY

OCCUPATIONS OF APPLICANTS IN THE ACTIVE FILES IN EMPLOYMENT SERVICE OFFICE, BY SELECTED CHARACTERISTICS

December 1977

Brockton

Table 22 (continued)

SELECTED OCCUPATIONAL GROUP 1/	ALL	APPLICANT CHARACTERISTICS				
		FEMALE	AGE		VETERAN	MINORITY
			Under 22	45 and Over		
Miscellaneous Work (continued)						
913 Passenger Transportation 2/	45	25	0	12	11	3
915 Parking Lot and Related Service Work	43	3	17	3	14	1
920 Packaging	115	95	30	25	5	13
922 Materials Moving and Storing 2/	626	140	273	54	119	63
929 Packaging and Materials Handling 2/	585	140	261	49	100	61

Source: ESARIS Table 98 Report No. MAS-82

1/ Occupational Group with at least 20 Registered Applicants in the Active File

2/ H.E.C. -- Not elsewhere classified

Source: ESATS Table 98 Report No. MA5-82
1/ Occupational Group with at least 20 Registered Applicants in the Active File

2/ H.E.C. -- Not elsewhere classified

Form 0733 U2 Nov 8/76

Table 23

Additional Planning Data Projections
Fiscal Year 1979

	Employed Part-Time for Economic Reasons		
	Consortium	SMSA	City
Total	4,790	3,904	1,694
White Male	2,780	2,213	735
White Female	2,010	1,600	909
Nonwhite Male	56	42	33
Nonwhite Female	69	49	37

Table 24

	Economically Disadvantaged 18 Years and Over		
	Consortium	SMSA	City
Total	13,094	11,367	7,291
White	10,798	10,426	6,332
Black	1,006	829	883
Other	142	112	76
Spanish	881	732	549
	Consortium	SMSA	City
Number of Different People Unemployed During Fiscal 1979	22,179	17,172	11,482

Finally, 1970 to 1974 and 1974 to 1985 change factors were computed for each occupation and applied to independently estimated 1970 area occupational estimates. The resulting occupational projections were then carefully reviewed for reasonableness and modified when needed to bring them into consistency with known labor market factors.

In addition to computing growth estimates, replacement needs expected as a result of deaths, retirements and other separations from the labor force were derived. The separation rates for each occupation were developed by the Bureau of Labor Statistics based on The Decennial Census, national working life-tables, expected changes in mortality rates and projected labor force participation rates. Applying the separation rates to the employment estimates produced annual replacement needs to 1985.

Adding the replacement needs to the demand due to growth gives total demand for the occupational categories.

The projections arrived at are based on the assumptions that: (1) the institutional framework of the U. S. economy will not change radically; (2) the current, social, technological and scientific trends will continue, including values placed on work, education, income and leisure; (3) no major event such as widespread or long-lasting energy shortages or war will significantly alter the industrial structure of the economy or alter the rate of economic growth and (4) the economy will gradually recover from the high unemployment levels of the mid - 1970's.

In the professional and technical fields the increase in employment due to growth between 1974 and 1985 will be 16.1 per cent. Highlights in this category are health technologists and technicians (47.6%), medical workers, except technicians (25.2%) and social scientists (30.0%). The overall category of teachers projects a growth demand loss of - 2.8% but this is because of a 15.2% loss in secondary school teachers whereas every other teaching category shows an increase.

Managers, officials and proprietor category has a growth demand increase of 16.8% led by a 20.9% increase in administrators and public inspectors.

Sales workers show a projected increase of 18.3% from 1974 to 1985. The majority of this increase will occur in the number of insurance agents and brokers.

The clerical workers category shows the largest percentage increase in demand due to growth during the time period (19.7%).

The leading categories for new positions within this area is with secretaries (33.7%).

The craft workers will have a labor demand due to growth of 9.2 per cent. Some of the occupations within this category will grow exceedingly well however. Included in the large growth demand occupations are data processing machine repairers (63.2%), air conditioning, heating, refrigeration mechanics and repairers (33.3%), and roofers and slaters (30.3%).

Operatives, which would give a sampling of manufacturing trends, will only have a demand growth of 0.2 per cent. The largest growth within specific occupations would be welders (12.2%), semi-skilled packers (11.9%) and assemblers (19.2%).

Within the service workers fields the demand due to growth will be 14.5 per cent. The largest growth will be in the health service workers (42.8%), more specifically, in the occupations of practical nurse (48.9%) and nursing aides, orderlies and attendants (41.7%).

VI. Estimate of Need for Manpower Services

a. Characteristics of the Economically Disadvantaged

The number of those people who are economically disadvantaged is contained in the following table. Included is a breakdown of the economically disadvantaged by race for the SMSA, the Consortium and the city. The economically disadvantaged are computed by guidelines set forth by the Department of Labor.

Also included in an accompanying table is the number of people, by race and sex, that are employed part-time for economic reasons. These are people that are able and available to work full time but are unable to obtain such full time work. These people are not included among the unemployed numbers but rather are counted as employed. Once again, this figure is computed by Department of Labor guidelines.

An economically disadvantaged person is defined as a person who is a member of a family which: (1) receives cash welfare payments; or (2) has a total family income which, in relation to size, does not exceed the poverty level determined in accordance with criteria established by the Office of Management and Budget, or 70% of the lower living standard income level, whichever is higher.

Poverty Level Guidelines As Determined
By Department Of Labor

Family Size	February, 1978 Continental U.S.		April 1, 1976 Continental U.S.	
	Nonfarm	Farm	Nonfarm	Farm
1	3140	2690	2800	2400
2	4160	3550	3700	3160
3	5180	4410	4600	3920
4	6200	5270	5500	4680
5	7220	6130	6400	5440
6	8240	6990	7300	6200

For family units with more than 6 members, add \$1,020 for each additional member in a nonfarm family or add \$860 for each additional member in a farm family.

Source U. S. Department of Labor Employment and Training

b. Barriers to Employment of Economically Disadvantaged

The barriers effecting the employment of those that are considered economically disadvantaged are many and are difficult for many to overcome.

These barriers include:

(1) Lack of Suitable Job Openings There may be many job orders listed with The Division of Employment Security Office, unfortunately many of these jobs involve low pay, unattractive working conditions or a need for highly skilled qualifications without any training being offered to allow entry into the field.

(2) Lack of Skills Most of the economically disadvantaged have employment background in occupations which require very little skill. Therefore, the majority of economically disadvantaged are competing against one another for any positions of this type, thereby keeping the wage level at a low rate. Another group effected by this barrier to employment are those people making their first entry into the labor force or possibly a reentry after several years away from the labor force.

(3) Language Barriers. The inability to communicate effectively in the English language compounds the difficulty in acquiring a meaningful job for many of the economically disadvantaged. There is a definite need for training programs with emphasis on "English as a second language " for those with this particular problem.

(4) Age Age presents another barrier to the economically disadvantaged in the search for suitable work. Those under the age of 22 have a difficult time obtaining a position that offers any upward mobility. In addition, many positions require several months of experience for entry. These factors make it difficult for those under the age of 22 to find a job that will give them any meaningful experience towards a more secure and better paying job. The age barrier often effects those over 44 years of age also. Even though the law prohibits against discrimination because of age many people in the category over 44 years of age find obtaining work extremely difficult due to their age.

(5) Day Care Facilities Single parents, especially women, that are economically disadvantaged are unable to obtain work because of the lack of suitable day care centers for their children. One of the major considerations a person with responsibility for children has when seeking work is the cost and location of day care service. Many jobs available offer such a low starting wage as to prohibit the single parent from taking the position because the wage will not be sufficient to allow for living expenses plus the cost of day care.

(6)Transportation Many low and middle income residents are unable to obtain work due to the lack of transportation. Some of the work available to these people is outside of the area served by public transportation. Furthermore, many of the night shift jobs available, which are at a higher rate of pay, are unavailable to this segment of the population due to the lack of a suitable method of transportation.

ACME
BOOKBINDING CO., INC.

OCT 28 1990

100 CAMBRIDGE STREET
CHARLESTOWN, MASS.

